

NEWS SUMMARY

GENERAL

Gambling den blast kills seven

At least seven died in an explosion and fire at a Chinese gambling den in London's Soho.

The explosion in a basement was thought to have been started by a petrol bomb and police fear it may be an outbreak of gang warfare. Police said: "We are investigating the possibility that some form of dispute between members of the Chinese community may be involved."

Two policemen were seriously hurt when a second explosion ripped through the basement. Their condition was later described as "satisfactory."

Health dispute

Members of the 12 TUC-affiliated Health Service unions start a three-day national strike today over their 1 per cent pay claim. Back Page

Scargill demand

Miner's president Arthur Scargill claimed he was prevented entering his Barnsley home by eight police officers after an alleged speeding incident. He is now demanding an explanation.

Soviets jailed

Two Soviet peace campaigners were jailed for 15 days for "hooliganism" apparently in a move to prevent them meeting an international peace march arriving in Moscow this week.

Slow progress

Soviet engineers have laid the first 190 miles of the 2,800-mile East-West gas pipeline from Siberia, but heat and swamps are slowing work, said Soviet newspaper Izvestia.

Quick action

Liechtenstein's Prince Franz Joseph used emergency powers to adopt Swiss drug-trafficking laws after finding the principality had no laws forbidding the sale of heroin and cocaine.

Iran warning

Iran warned the Gulf States to stop serving as transit stations for goods moving overland to and from Iraq. Back Page

Nudists raid

Rome police made its annual raid on Capoletta's unauthorised nudist beach. The raid has been an annual event since Italian nudists started a campaign to have the beach declared nudist.

Rebels win

The team of international soccer rebels beat Durban side Amazulu 1-0 in Soweto. The match was arranged after two Soweto sides withdrew in protest against the tour.

Crash kills six

Six died and 59 were injured when a goods train collided with an overnight passenger train near Zurich.

Lauda wins

Niki Lauda, driving a McLaren, won the British Grand Prix at Brands Hatch.

Briefly...

Ten thousand attended the North American Dr Who Appreciation Society convention in Chicago.

A mini-submarine rescued two men trapped in a diving bell on the sea bed off Labrador.

Five died when two cars collided near Bath.

Tom Watson of the U.S. won the British Open Golf Championship with a 4 under par score of 284.

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For latest Share Index phone 01-246 8026

Victory for British Rail as Aslef chiefs accept TUC plan

BY PHILIP BASSETT, LABOUR CORRESPONDENT

BRITISH RAIL won a major victory yesterday when the executive of the train-drivers' union Aslef agreed to accept a Trades Union Congress formula to call off its two-week-old strike from midnight and to recommend to its conference acceptance of the disputed issue of flexible rostering.

BR expects to be able to run an about 85 per cent normal service today and that services should be fully back to normal by tomorrow.

Sir Peter Parker, BR chairman, hailed the decision of the executive of the Associated Society of Locomotive Engineers and Firemen as marking "breakthrough day" in the railways' drive to improve its own efficiency and so win further government investment.

He said BR now had a hard battle to regain the confidence of its customers. He hoped the Aslef decision would mean better value for money for BR users.

He said: "The line ahead is now clear. Our only real enemies are lack of productivity and lack of investment. I need all the help I can get now from the drivers to win traffic back and to earn the extra investment."

BR is hoping for some positive response from the Govern-

ment on investment well before the publication, due in November, of the Serpell inquiry into BR's finances and its relationship with government.

Nothing of this was indicated, in the formal response by Mr David Howell, Transport Secretary. He welcomed the Aslef decision and said: "This should be a significant step towards a better railway service as well as being of benefit to the drivers themselves."

Both Aslef and BR will now

authorise the executive committee of Aslef to enter into negotiations and conclude an agreement for footplate staff on the basis of the recommendations and safeguards contained in RSNT Devision No. 77."

These negotiations should begin immediately after the Aslef conference and "will be completed in six days."

The terms of this formula, apart from the face-saving concessions on the immediate arrangements, are a complete victory for BR. Technically it is possible for the Aslef conference to reject the executive's recommendation but this is unlikely.

The Aslef executive considered refusing the TUC's advice but realised this could breach the TUC's rules. Such a breach might have led eventually to the union's suspension from Congress.

Faced with what Mr Ray Buckton, Aslef general secretary, described as a choice between carrying on with the strike and so endangering the future of the union, or accepting the advice, the executive finally decided unanimously to approve the TUC's proposal.

Mr Buckton was bitter in announcing the decision. He

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work to the timetable produced after 24 hours of negotiations by the TUC's inner cabinet, its finance and general purposes committee, which started on Friday.

The discussions centred not at all on giving trade union aid to Aslef but on finding a way to get the union off the hook. TUC leaders were clearly concerned at BR's threat to shut the network and dismiss all Aslef strikers.

The TUC committee's agreement castigates this as "a most serious departure from industrial relations practices by a

the committee recommended that:

• BR should withdraw its strike and closure threats, treat as provisional the rosters already posted at 71 drivers' depots, and introduce no further new rosters before August 2.

• Acting on the advice tendered by the TUC finance and general purposes committee, Aslef will immediately terminate the strike and instruct their members to return to work, and recall their annual delegate conference within seven to 10 days hereof, and recommend the conference to

by sending troops to supervise their evacuation.

The U.S. Administration will also soon have to decide what to do about the reported use by Israel of American-supplied cluster bombs in Lebanon. The White House yesterday said that it had received a formal reply from Israel in response to its requests for information about the use of the bombs.

The White House denied reports that Mr Reagan had

already decided to withhold supplies of artillery shells that detonate in the same way.

• On arrival yesterday in Amsterdam Mr Abdel-Halim Khaddam, the Syrian Foreign Minister, and Prince Saud al-Faisal, his Saudi Arabian counterpart, were on their way to Washington last night for talks.

The two have been delegated by the Arab League to express concern over Israel's conduct in Lebanon. But Mr Reagan recalled that most PLO leaders originally stayed in Damascus before moving to Beirut. If they are allowed to return to the Syrian capital,

The U.S. has offered to help

Reacting to rumours that the discussions had not always gone smoothly Mr Sugura said: "We are two auto-

tes

OVERSEAS NEWS

Venezuelan oil output set to rise to 1.8m b/d

BY KEN FUND IN CARACAS

VENEZUELAN oil production, which was limited to 1.5m barrels a day during the second quarter under the Opec production control programme, will probably rise to about 1.8m b/d over the rest of the year, according to Mr Humberto Calderon Berti, the Energy Minister.

Dr Calderon said Venezuela would have been willing to maintain its output at the 1.5m b/d level if other members of the Organisation of Petroleum Exporting Countries had fulfilled their quotas.

But, with the collapse of the production control programme, the South American country will now seek an export target of about 1.8m b/d for the rest of the year. With Venezuelan domestic consumption running at almost 400,000 b/d, the country's total output would have to rise to about 1.8m b/d to achieve its export target.

Attempt to rally support on dispute with Guyana

BY OUR CARACAS CORRESPONDENT

PRESIDENT Luis Herrera Campins of Venezuela flies today to Nicaragua on the first of four scheduled trips to countries in the Caribbean area, including Jamaica, Colombia and the Dominican Republic.

While the trips are ostensibly to fulfil official obligations such as attending the third anniversary of the Sandinista revolution in Nicaragua, and the swearing-in of new president in Colombia and the Dominican Republic, Dr Herrera will also be gathering support for Venezuela's claims to two thirds of neighbouring Guyana's territory.

Venezuela has undertaken a vigorous diplomatic offensive to counter Guyana's portrayal of the South American oil giant as an aggressor in seeking to recover the 50,000 square-mile "Essequibo" territory. This effort has been carried beyond

the Caribbean basin as far as Africa and Asia.

While a 1966 agreement signed by Venezuela, Guyana and Britain allows for bilateral negotiations to settle the dispute, diplomats believe the issue will finally be settled in an international forum.

Venezuela is now attempting to gain international support for its claim.

On the domestic front, Dr Herrera designated a widely representative national advisory commission last week to aid the Government in its efforts to achieve a negotiated settlement.

While Dr Herrera has ruled out any military action to recover the Essequibo, a number of high-ranking retired army officers, including two candidates for next year's presidential elections, have posed the possibility of re-taking the disputed area by force.

COMPANY NOTICES

PROVINSBANKEN DEN DANSKE PROVINSBANK A/S

U.S. \$25,000,000
Floating Rate Capital Notes 1990
For the six months period
15th July, 1982 to 17th January, 1983

In accordance with the provisions of the Notes, notice is hereby given that the rate of interest has been fixed at 15 1/2 per cent per annum, and that the interest payable on the relevant interest payment date, 17th January, 1983, against Coupon No. 1 will be U.S.\$395.57.

S.G. Warburg & Co. Ltd.
Agent Bank

TAISHO MARINE AND FIRE INSURANCE COMPANY LIMITED

NOTICE TO HOLDERS OF
EUROPEAN DEPOSITORY RECEIPTS
OF THE Bearer Depositary

DEPOSIT AGREEMENT DATED 17TH SEPTEMBER 1979, WHICH HAS BEEN REGISTERED WITH THE JAPANESE MINISTRY OF FINANCE AND THE SECURITIES EXCHANGE COMMISSION OF TAIWAN, MARINE AND FIRE INSURANCE COMPANY LIMITED.

The holders of the Nomura Security Company Limited, located at 5-1 Nihonbashi 1-chome Chuo-ku, Tokyo, Japan, are entitled to receive the interest on the Bearer Depository Receipts from April 1, 1981 to March 31, 1982.

Partial amounts of the principal amount of the instalment will be paid to the drawee bank, trust, broker and agent having a total amount of \$15,100,000, each having a total value of \$15,100,000.

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UK NEWS

Rail strike had limited impact on industry

TWO WEEKS ago an emergency operations room, complete with a blackboard, was set up by the West Midlands Engineering Employers' Association to deal with problems stemming from the rail strike. Yesterday, as the strike was called off, the blackboard was still blank.

There could be no more final confirmation of the fact that the freight train long ago ceased to be a vital means of communication for Britain's manufacturing industry.

And that explains why during two weeks of strike action by the Associated Society of Locomotive Engineers and Firemen over British Rail's attempts to impose flexible rostering, there was remarkably little pressure from general industry to get the trains moving again.

Business commuters, particularly in London and the South East, have faced more disruption than industry. Staggered working weeks became a new experience for employees of insurance companies and banks in the City. Commercial Union, for example, arranged for employees with long journeys by rail to be picked up by a fleet of coaches early in the morning and returned late at night to avoid traffic congestion. Staff worked three days one week and two days the next to compensate.

The almost complete absence of Inter-City trains meant changes for executives who normally travel regularly between a London office and a manufacturing plant. Executives of Peglers, the Doncaster-based part of the Pegler Hattersley valve group, arranged meetings half way between London and Doncaster—apparently at considerable savings in time, petrol, and wear and tear on the people involved.

BR's freight business has been whittled down gradually

over the years to the point where it only carries about 9 per cent of all Britain's tonnage, mostly bulk products such as coal, ores, cement, sand and gravel. Measured in tonne-kilometres, which takes account of the longer distances over which rail freight is carried, BR accounts for about 13.14 per cent of all freight.

The National Coal Board is one of the industries which was expected to be hardest hit by a prolonged stoppage. Over 70 per cent of coal is carried by train. Both BR and the NCB have been reluctant to talk about how much was moving during the strike, but it seems that about 10 per cent of the special "merry go round" trains which take coal from the pits to the power stations were working.

The problem for the NCB has been to find the storage space at the pithead. Some pits have only limited space and faced closure within the next few weeks. The NCB has also had to finance the storage of coal which would normally be in the hands of the customer. The board can usually rely on obtaining a higher price for its coal when it eventually comes out of stock, however, so the problem has been one of cash flow.

Aslef could not have chosen a less disadvantageous time for its strike if it desired the maximum impact on the freight network. Industry is carrying high stocks—coal stocks, for instance, are at their highest ever recorded level relative to consumption. Some 22.5m tonnes is stored at the pitheads and 24.6m tonnes is held in stock by customers, mainly at

BR's FREIGHT TRAFFIC

	1981 m. tonnes
Coal and Coke	95
Iron and steel	18
Oil and chemicals	16
Building and construction	16
Freightliner	7
Other traffics	2
Total	154

Source: Railway Business Review

the power stations.

The start of the annual holiday in many parts of the country further diminished the effects of the shutdown. Furthermore the recession means that industry has been under far less pressure from irregular deliveries of raw materials or the despatch of finished goods than it would be if it was operating closer to capacity.

The steel industry has also suffered less during this dispute than during the Aslef stoppages at the start of the year which cost the British Steel Corporation £11m, simply because demand has slumped since the spring.

BR did experience difficulties, however, most notably in its dependence on BR for moving iron ore. At three of BR's bulk steelmaking plants—Llanwern, Scunthorpe and Runcorn—deliveries of ore can be made only by rail. This is because handling facilities are designed specifically for rail. These would have to be

scrapped and new systems built at considerable cost if BR decided to cut its independence on rail. Mr Ian MacGregor, BR chairman, has expressed his frustration with the growing unreliability of rail by threatening to concrete over the rail dock at Teesside if the strike had continued for long.

Most of industry found it could switch its freight needs from rail to road—or, as the oil industry did, to pipelines and coastal shipping. The Post Office, for instance, said that it was almost embarrassed by the ease of finding alternatives to rail—in its case air transport as well as road. Sir Peter Parker, BR chairman, told employees that the loss of the Post Office contract was a very real threat, although it seems unlikely that the mail would completely desert rail.

Industry is more coy about how much it cost to make these alternative arrangements. Where industry does use rail, it does so mainly for the very good reason that it is more economic. This is particularly the case for companies which have their own rail sidings, of which there are about 500 around the country. Some of these have been installed with the aid of government grants, in line with the policy of successive governments to encourage governments to encourage rail freight.

Examples of such companies are GKN, which takes much of its bulk product by rail from its west London plant to other breweries for bottling, and Ford, which transports components between its plants in South Wales, and from Dagen-

ham to Halewood, by special trains. Neither company was anxious to broadcast its arrangements during the rail strike for fear of being blacked by trade unions sympathetic to Aslef. But it is clear that they were able to make contingency arrangements well in advance because of the advance notice given of the brief NUR strike which preceded the Aslef one.

Ford has said that it would return to rail after the strike, but BR freight managers are under no illusions that they will have to work hard to win back and keep all their customers, as they did after the dispute earlier this year.

There is another side to the coin: if BR wins its productivity battle with the unions, the freight operations stand to benefit substantially. Freight trains in Britain are notoriously overmanned compared with their Continental counterparts, with two and even three men being insisted upon by the unions where one-man operations predominate on Continental railways.

BR's freight division made considerable strides last year in reducing its losses in spite of the recession, largely by running down wagonload services and rationalising terminals and marshalling yards. But even before the strike, BR was not expecting to reach the financial target set for freight by the Government, while the changes in working practices being sought by BR still remain in the balance.

The Government's requirement is that freight must operate without a subsidy within the next three years. The end of the recession and much more efficient manning levels would assure that the target is met, but BR's customers will have to be convinced before then that it makes sense for them to stay with rail.

Alliance agrees its electoral reform plan

By Our Political Editor

THE Social Democrats and Liberals are expected to announce this week that they have agreed the form of electoral system they hope to introduce after the general election — either in government or as the price of co-operating with another party.

The two parties' joint commission, set up to consider which form of proportional representation the Alliance should back, has made its decision. It favours a form of preferential voting, based on the single transferable vote but modified to meet the criticism that the STV is unsuited to the British political tradition.

Under the proposed system the country would be divided for the most part into multi-member constituencies in which the STV would be used. The number of MPs returned to Westminster for any one party would reflect the share of the vote taken by that party's candidates.

Most constituencies would return four or five MPs; a few could return as many as eight. In a few exceptional cases, however, single-member constituencies would be retained. In these the alternative-vote system would be used, voters stating their preference for the various candidates.

Until now, a main criticism of STV made by the other parties has been that it would end the traditional link between MPs and their voters by creating constituencies which had no logical reason to exist except that they were the right size. To meet this point the commission has proposed constituencies of varying sizes, related to existing communities and political entities.

A city like Wolverhampton would be one multi-member constituency while a constituency like Mr Jo Grimond's in the Orkneys, very thinly populated, would return just one MP, rather than being merged into some large area with no real identity of its own.

The recommendation is expected to be unanimously supported even though when the commission started work some SDP members preferred a variation on the Additional Member system used in West Germany and other countries.

The report is expected to be published this week following a meeting tonight on the whole question of co-operation between the two parties in the wake of Mr Roy Jenkins's election as SDP leader.

Mr Jenkins and Mr David Steel, the Liberal leader, have drawn up an agenda covering various different aspects of co-operation including publicity, preparation for the general election and the vexed issue of those constituencies where negotiations over seats are deadlocked.

OFT reports rise in merger activity

BY DAVID CHURCHILL, CONSUMER AFFAIRS CORRESPONDENT

A SHARP growth in merger activity in 1981 is revealed in new statistics compiled by the Office of Fair Trading.

The figures show that the number of merger proposals falling within the scope of the 1973 Fair Trading Act rose by 17 per cent in 1981 to 164.

All mergers involving assets of more than £15m or a market share of 25 per cent or more are examined by the OFT to determine whether an investigation by the Monopolies and Mergers Commission is desirable.

The commission then has to decide if the proposed merger is in the public interest.

The OFT's figures also show that the assets involved in the mergers examined more than doubled. In 1980 the 140 mergers considered had total assets of £21.9bn, while last year the figure for the 164 mergers rose to £45.6bn.

This substantial increase is largely due to a rise in the number of merger proposals involving assets of more than £1bn. There were 10 of these in 1981, compared with four in 1980. But the OFT points out that they included a number of foreign mergers which are counted in UK statistics because of the presence of subsidiaries in this country.

In addition, two bids for the same company are normally counted twice in the statistics. Thus the two bids last year for the Royal Bank of Scotland—a merger which the commission eventually turned down—were double-counted.

The OFT therefore emphasises that 1981 was not "characterised

by a sudden increase in the contribution of large mergers to the concentration of industry in the UK".

Although most mergers last year were as usual, from companies involved in the industrial and commercial sectors, the largest single group of proposals came from companies in the insurance, banking, and finance

sectors. Some 40 of the 164 mergers came from these sectors.

The OFT's figures also show that the revival in merger activity in the food, drink, and tobacco sectors in 1980 was not sustained in 1981. There was, however, an increase in the leisure and entertainment industries.

The trend in the last few years away from conglomerate, or diversifying, mergers also continued in 1981. Some 92 per cent of merger proposals last year were considered as conglomerate mergers.

Although this was slightly higher than in 1980, when the figure was 30 per cent, it is a sharp fall from the 38 per cent in 1979. Moreover, the proportion of assets involved from conglomerate mergers was 27 per cent last year, compared with 31 per cent in 1980.

New chief for Trustee Savings Bank appointed

BY WILLIAM HALL

MR PHILIP CHARLTON is to take over as chief general manager of the Trustee Savings Bank (TSB) group next November. His appointment coincides with a major restructuring of Britain's 16 TSBs and Mr Charlton's main task will be to ensure that they develop into fully fledged banks.

Mr Charlton, aged 51, succeeds Mr Tom Bryans, and has worked in the Trustee Savings Bank movement for 35 years. Mr Bryans has been chief general manager of the TSB since 1975, and has played a leading part in transforming them into commercial banks.

The 16 Trustee Savings Banks boast assets of over £8bn, have 1,650 branches, and employ over 20,000 staff. They now rank as Britain's fifth largest banking group and have close to 10m personal customers.

In recent years they have been diversifying rapidly, moving into personal lending and corporate business. Last year they took over United Dominions Trust—one of Britain's biggest finance companies.

The changes are aimed at restructuring the organisation and preparing for legislation needed to enable them to develop into recognised banks.

Mr Charlton will be responsible for ensuring that the TSBs make the most of their new privileges. In recent years they have been losing market share to the commercial banks, because they have been restricted by onerous Treasury regulations.

Educated at Chester Grammar School, Mr Charlton joined the TSB in 1947. In 1966 he became general manager of Chester, Wrexham and North Wales TSB. In 1975 he became general manager of TSB Wales and Border Counties. Last year he was appointed deputy chief general manager of the TSB group central executive.

National Savings receipts show slight improvement

BY ERIC SHORT

NET RECEIPTS from National Savings showed a slight improvement in June, rising nearly £50m on the month to £153.7m.

This brings total net contributions by National Savings in the first three months of the current financial year to £368m.

The Treasury has set the Department of National Savings a target of £5bn in 1982/83 and its contribution to overall funding.

National Savings is thus running over 50 per cent below this. Had the target been reached receipts would amount to £750m after three months.

Index-linked National Savings Certificates, still known as Granny Bonds, remained the most popular form of national savings. They contributed

£106.7m in June. Even so, this sum is well below that invested in Granny Bonds in 1981/82.

Fixed-interest National Savings Certificates contributed £29.1m. The current net return of 8.92 per cent on the 24th issue is still below the net return of building society investment.

There was an improvement in the contribution from National Savings' Bank Investment account amounting to £23.4m in June.

Here the current interest rate of 13 per cent gross is competitive with other forms of deposits.

Nevertheless, the Treasury will need to consider making the returns on all National Savings products more attractive if it intends the Department of National Savings to achieve its £3bn target.

Survey warns of duty free 'havoc'

BY ARTHUR SANDELL

ABOLITION, or even modification, of the duty-free system—much mooted by the EEC Commission—would disrupt airport, airline and ferry economics and probably wreak havoc among major manufacturers of liquor, fragrance and some tobacco products.

That is clear from the findings of a new survey of the international duty-free market. It looks at the sales to an estimated 250m people worldwide last year. Some \$5bn was spent on tax-free purchases.

In Britain alone, the British Airports Authority is said to rank 39th among UK shopping centres.

The \$65 report, The Best 'n' Most in DFS (the DFS means either Duty-Free Shops or drinks, fragrances, smokes; it's up to you), has been produced by Sweden's Generation Publications.

It lists not only the world's sources of duty-free goods, but also the sales levels of 12,000 products in order of consumer preference and a comparison of price levels.

It suggests that a random \$100 shopping bag of duty-free goods from Schiphol airport in the Netherlands would cost \$42 at London's Heathrow, \$105 in Moscow, \$110 in Paris and \$149 in Helsinki.

Marlboro cigarettes not only find their way into more duty-free outlets than any other product—96.8 per cent of outlets sell them—but are also the most popular tobacco buy.

The best selling perfume product is Chanel No. 5, at its cheapest on Air France aircraft last year at \$23.10 for 14ml and its most expensive at Christchurch airport in New Zealand at \$41.99. The average price was \$32.88.

The report says the implementation of any threat of action against duty-free shops in Europe would "amount all in all, to nothing less than a disaster".

Although, says the report, the precise consequences could only be predicted in outline... a certain insight into the huge upheaval menacing them at least should cause all decision-makers to reflect considerably on both the time schedule and a decision to do so."

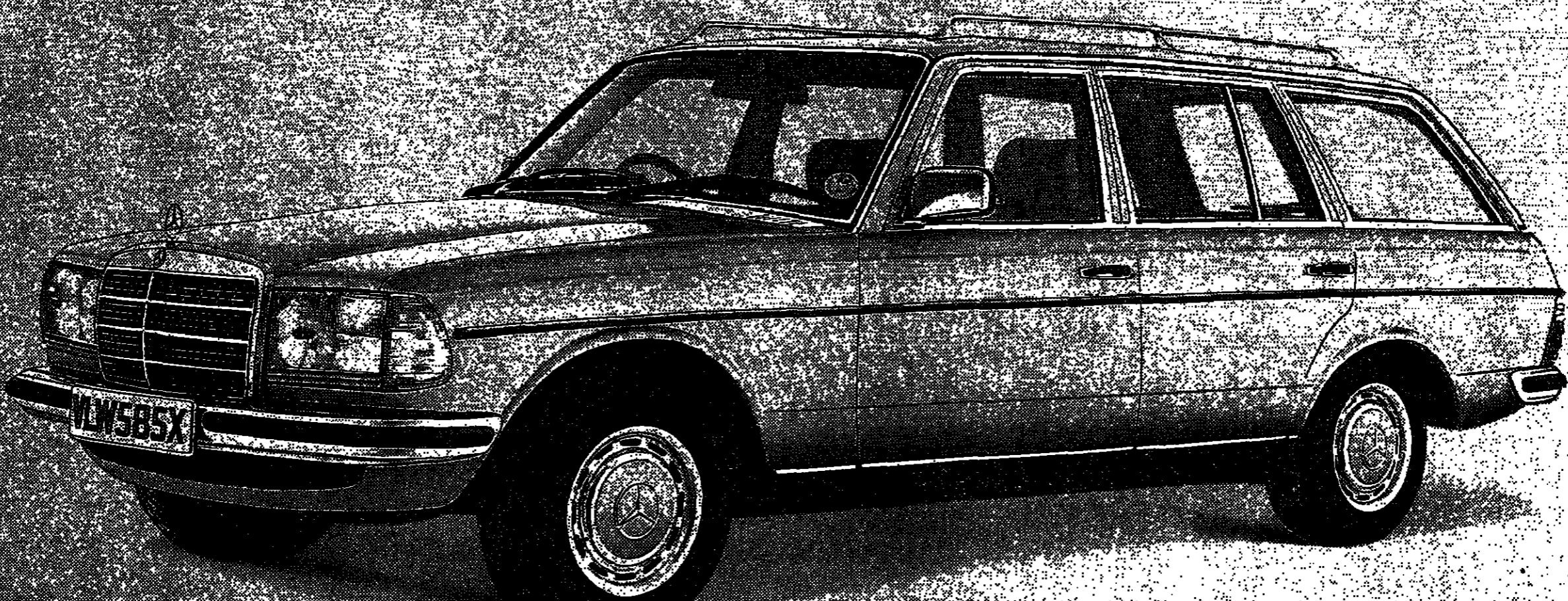
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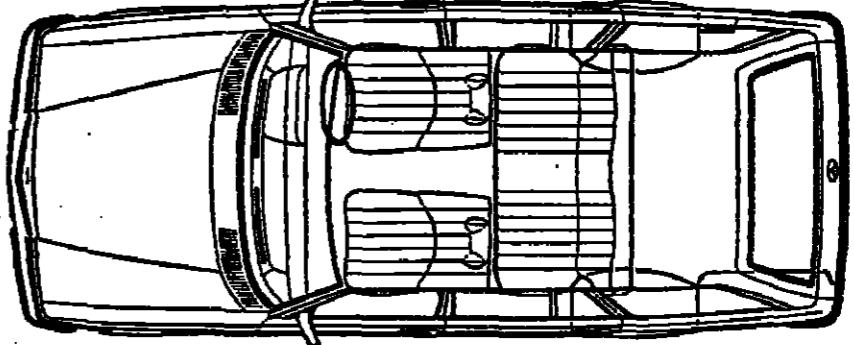
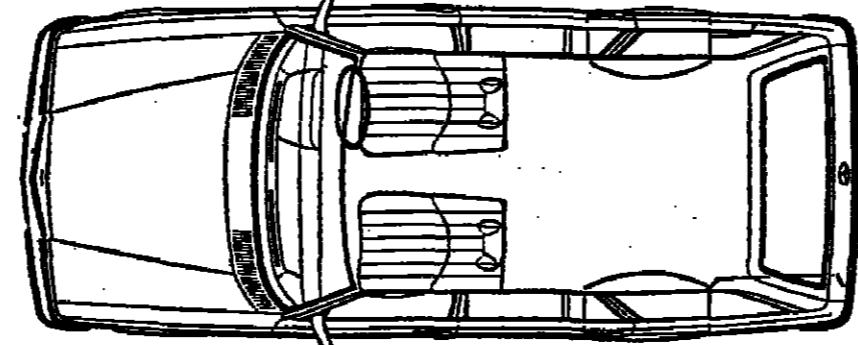
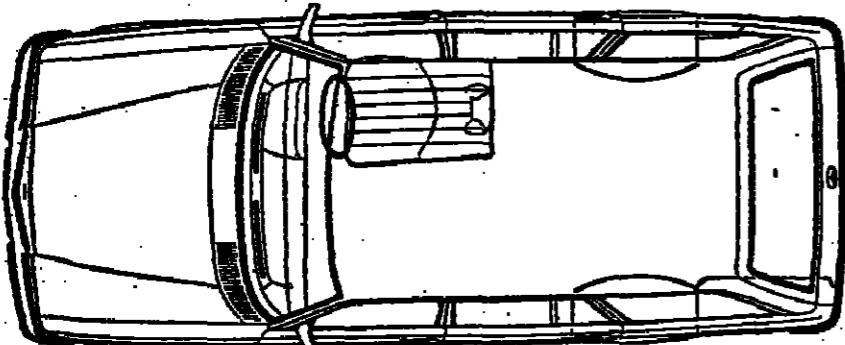
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UK NEWS

Technology of robots crucial for industry'

By Robin Reeves,
Wales Correspondent

A WARNING that British industry faces total eclipse by the end of the century unless it moves rapidly to utilise robot technology has been delivered by Dr Bernard Capaldi, managing director of Pendar Robotics.

Speaking at the official opening of Pendar's robot manufacturing plant just established at Ebbw Vale, South Wales, Dr Capaldi said that Japan's one-time flirtation with robots had now turned into passionate love affair. British industry was in serious danger of falling behind its industrial competitors.

Japanese industry now employs 15,000 robots, compared with only 500 in the UK, he said. This was despite strenuous efforts by his own company and others to persuade British companies to invest in robots, he stressed.

"A disproportionate sales effort in the UK is being completely overshadowed by our actual sales results in the U.S., Far East and Australia," Dr Capaldi declared.

He also revealed that the company was discussing the possibility of manufacturing its robots in Japan jointly with a Japanese company. The Welsh manufacturing venture is being financed by Technical Development Capital, the venture capital arm of the Finance for Industry Group, and the Welsh Development Agency (WDA) (Industry) and the Welsh Office have also provided help.

The new factory will employ only 15 people initially, but it is hoped to build up to 150 at the end of three years. Ebbw Vale will manufacture Pendar's Platemat, a pneumatically-powered industrial robot, at a basic price of £13,000, which is said to be little more than half the price of its nearest rival.

It is suitable for hazardous or repetitive tasks such as paint spraying, palletising and stacking, and machine loading.

Pendar is also developing, in conjunction with Birmingham University, prototypes for a second type of robot, the Locomat. This uses stepping motor technology rather than pneumatics in order to give great precision and accuracy in movement and thereby make the robots suitable for precision assembly work.

MSC chief opposes privatisation of job services

BY ALAN PIKE, INDUSTRIAL CORRESPONDENT

MR DAVID YOUNG, the new professional and executive chairman of the Manpower Services Commission, does not see scope for privatisation of the employment services and has told the Government so.

Union leaders feared that the appointment of Mr Young, a former adviser to Sir Keith Joseph at the Industry Department, represented a government attempt to hive off parts of the commission's responsibilities.

Mr Young, however, believes that PER — the commission's

forward last month by an MSC study team in consultation with Sir Derek Rayner, the Prime Minister's adviser on efficiency.

Although this will probably lead to closure of some Jobcentres it is unlikely there will be major changes in the network.

Mr Young's support for maintaining the existing boundaries of the public employment services, and the backing which he is giving to the Youth Training Scheme, should allay

some of the deep suspicion which his appointment provoked among trade unionists. At one stage this appeared to threaten the continued existence of the tripartite commission.

Tripartite is, in Mr Young's view, the best way yet devised of running the nation's manpower services. He is worried, however, about some detailed aspects of the commission's activities, particularly the way in which its Skilcentres are performing their training role.

Among the changes he will seek are:

- Recruitment of more instructors capable of teaching modern skills;

- Moving the training operation further into high-technology areas;

- Making the centres more flexible, including evening opening, so that they appeal to the employed who want to learn new skills, as well as to the unemployed;

- Developing links between Skilcentres and schools when

the Youth Training Scheme is launched next autumn.

Mr Young is convinced some young people will respond more enthusiastically to the industry-like atmosphere of Skilcentres than to the more academic approach of further education colleges.

He also believes the commission can make a contribution to help equip some trainees with the business skills necessary for the launch of their own companies.

Car dealers attack hire purchase restrictions

By John Griffiths

CALL for the total abolition of hire purchase restrictions on cars has been issued by the Motor Agents' Association (MAA), which represents most of the UK vehicle retail trade.

The MAA, which has made a direct appeal to Sir Howe, Chairman, is going much further than the Society of Motor Manufacturers and Traders (SMMT), which has also launched a campaign to get HP curbs relaxed.

Mr George Turnbull, the new president of the SMMT and chairman of Talbot, has said that a minimum deposit of 25 per cent, against the current one-third, and a repayment period extended from two years to three, could boost the new car market by 40,000-50,000 a year, and help to free a log jam in the used-car market which is also causing traders severe cash-flow problems.

But the MAA claims that the used motor trade is in such desperate straits — with discounting rife in a new car market expected to fall to about 1.45m — that the relaxation urged by the SMMT is insufficient.

"Events have gone too far for such steps to provide the level of relief so desperately required," Mr Alan Dix, MAA general secretary, has told Sir Geoffrey.

Stocks were at an all-time high and profit margins "slashed to the bone."

The Government had managed to abolish pay, price, dividend and foreign exchange controls without the economy collapsing and the Crowther report had also urged the abolition of credit controls.

The essential issue concerns the Government's tight monetary stance. Both the MAA and the SMMT stress that relaxation would not increase total credit demand.

It would lead only to a transfer of credit in two ways:

- Through the dealers' financing of very high stock levels being transferred to customers;

- A change in the pattern of consumer spending.

In other words, consumers would be inclined to spend more on cars and commensurately less on other consumer goods.

The SMMT asserts that its relaxation proposals would result in a net benefit to the Exchequer of £25m. This is because of the extra 10 per cent duty levied on vehicle sales — the "car tax."

Referring to current industrial and economic troubles, Mr Dix says many people find public transport inadequate for getting to and from work — yet could not buy a car because of their inability to raise the requisite 33 per cent deposit. For many, a car was as basic a household need as a refrigerator.

Controls have been relaxed already for business cars, he points out, but most used cars are bought privately.

Prutec backs Charcoal Cloth

By David Fishlock, Science Editor

PRUTEC, THE high-technology investment arm of the Prudential Group, is investing £250,000 in Charcoal Cloth, a privately owned company of Wokingham, Berks, to triple its production of charcoal cloth.

The novel fabric was invented at the Chemical Defence Establishment, Porton, Wiltshire, as an absorbent for toxic vapours. It has been laminated with harder wearing fabrics to produce protective clothing for servicemen in combat.

Porton's invention, however, has found also many civilian uses. These include surgical masks and bandages that absorb unpleasant smells, industrial filter and pollution-control equipment.

Charcoal cloth has been available in small quantities since 1970. Not until the late 1970s, however, was a continuous manufacturing process demonstrated successfully by Charcoal Cloth, a Porton licensee.

The company works closely with Porton and has a development contract for cloth of enhanced absorbancy for the new service respirator.

Prutec said it was attracted by the wide diversity of uses for the material and by the potential it found for further investment in applications of charcoal cloth.

The company is selling its material to such groups as Racal, for industrial protection equipment, and Johnson & Johnson, for medical uses. It is also developing new uses itself.

Mr Geoff Westcott, managing director, forecast that more than 70 per cent of the company's sales would be exports.

Chill wind tugs at tent industry's pegs

Tent-makers have been hit by recession, imports, and dumping. Lisa Wood writes

in the UK was 8,000 tonnes.

While the South Korean quota has remained at 497 tonnes the estimated UK production of lightweight—and frame—tents is estimated this year to be 1,700 tonnes only, in a market where consumption is estimated at 5,600 tonnes a year. Put another way, total UK production in 1977 was estimated to be worth £15m at then prices. Today the estimated value of UK production is £7.5m, a figure about 20 per cent down on that for last year.

The domestic industry grew from the making of canvas products, the pre-Second World War market being mainly youth and the military. After the war there was what one maker called an explosion of public awareness of the jobs of family camping.

The French were fast off the mark in producing sophisticated frame-tents. The British, however, continued to concentrate on the ridge and large marquee-style tent. It was this ridge end of the market that Far Eastern makers identified and attacked with cheaper nylon and some cotton tents.

By the early 1970s, however, the European market was beginning to level off, leaving over-production in Europe and a flow of cheaper imports from

the Far East.

Mr James Hawley, of John James Hawley, tent-makers of Walsall, said: "We approached the French and Germans to try to get a European lobby, not to stop imports but to restrict them via the MFA which would at least have given us a chance to fight back. However, we received very little help because the French and Germans thought there was no chance of large-scale imports coming into their markets."

"After the MFA was set, Far Eastern makers started exporting to European countries and devastated their domestic markets. In France four or five major makers went out of business in the late 1970s. England the result was that the domestic industry was almost halved."

According to Mr Hawley, UK makers now have started to compete successfully in the small-ridge-tent market through increased productivity. A new problem in the static market, however, is that imports are being offered at cut prices. "We have evidence of one or two importers who are liquidating stock. A small tent, for example, that would have been sold to the trade for £14 or £15 is being offered at about £10."

"We are not objecting to imports except those which we believe are unfair competition. The machinery by which we are monitoring."

Seatbelt law applied soon

Whaling ban hopes fade

BY RICHARD MOONEY

CONSERVATIONISTS' hopes of putting an end to commercial whaling, after 10 years of campaigning, could hinge on the attitudes of just five of the 35 national delegates likely to attend the annual meeting of the International Whaling Commission, which starts in Brighton today.

To succeed, the call for a ban — which has been defeated at every meeting since 1972 — must win the support of 27—three-quarters—of the 36 member-nations. But the conservationists' cause does not look hopeful.

Of the member-nations, 22 are confidently expected to support a ban. The six whaling nations will obviously be against, and seven have not stated clear positions. The 36th country,

Dominica, has never turned up at an IWC meeting and is not expected to do so this year.

Of the unknowns, Chile, which only ceased whaling itself this year, seems more likely to abstain than to switch to the anti-whaling camp. South Africa has always abstained.

The vote could, therefore, depend on Mexico, China, Spain, Brazil and Argentina.

The Argentine delegation, if it attends, is likely to continue on the "anti-whaling" side, though this is not certain, following the Falklands conflict.

Brazil, which has delayed a decision to cease whaling, tends to abstain on the ban issue.

Mexico has previously been on the anti-whaling side, but a lack of commitment this year is believed to result from economic pressure by Japan.

No early upturn expected in paper industry output

BY ANDREW FISHER

THE HOPED-FOR upturn in British paper output this year is clearly not going to occur, the British Paper and Board Industry Federation says in a gloomy assessment of prospects.

Production in the first five months of the year fell by 2.8 per cent compared with the same period in 1981 "and there are few confident enough to predict any marked improvement during the rest of the year."

Three UK mills have announced their closure and three

more have shut down since the federation came out with its previous review at the end of March.

"Short order books, restricted working at mills and constant pressure on margins against the background of instability in the international pulp market add up to a depressingly familiar situation."

But the federation notes that import penetration has not been as high as was feared at one time. Although January figures showed the highest ever

percentage of the market gained by imports at 61 per cent, the overall January to March level was down to 57.3 per cent.

There is still a gap in the 1981 returns because of last year's customs strike. But the import share has been estimated at 58 per cent, based on the extent of previous capacity reductions and the operating rates of the surviving mills.

The U.K. recession is currently having a poor effect on prices of corrugated case

materials, the federation says, while competition from other EEC countries is stiffening as a result of over-capacity.

U.K. exports fortunately also seem to be at a high level "although they represent only a trickle set against the massive flood of imports."

The federation welcomes the proposal, not yet confirmed, of United Paper Mills of Sweden to build an integrated pulp and paper mill in North Wales, especially as the U.K. would be exporting some 600,000 tonnes of pulp wood in 1982.

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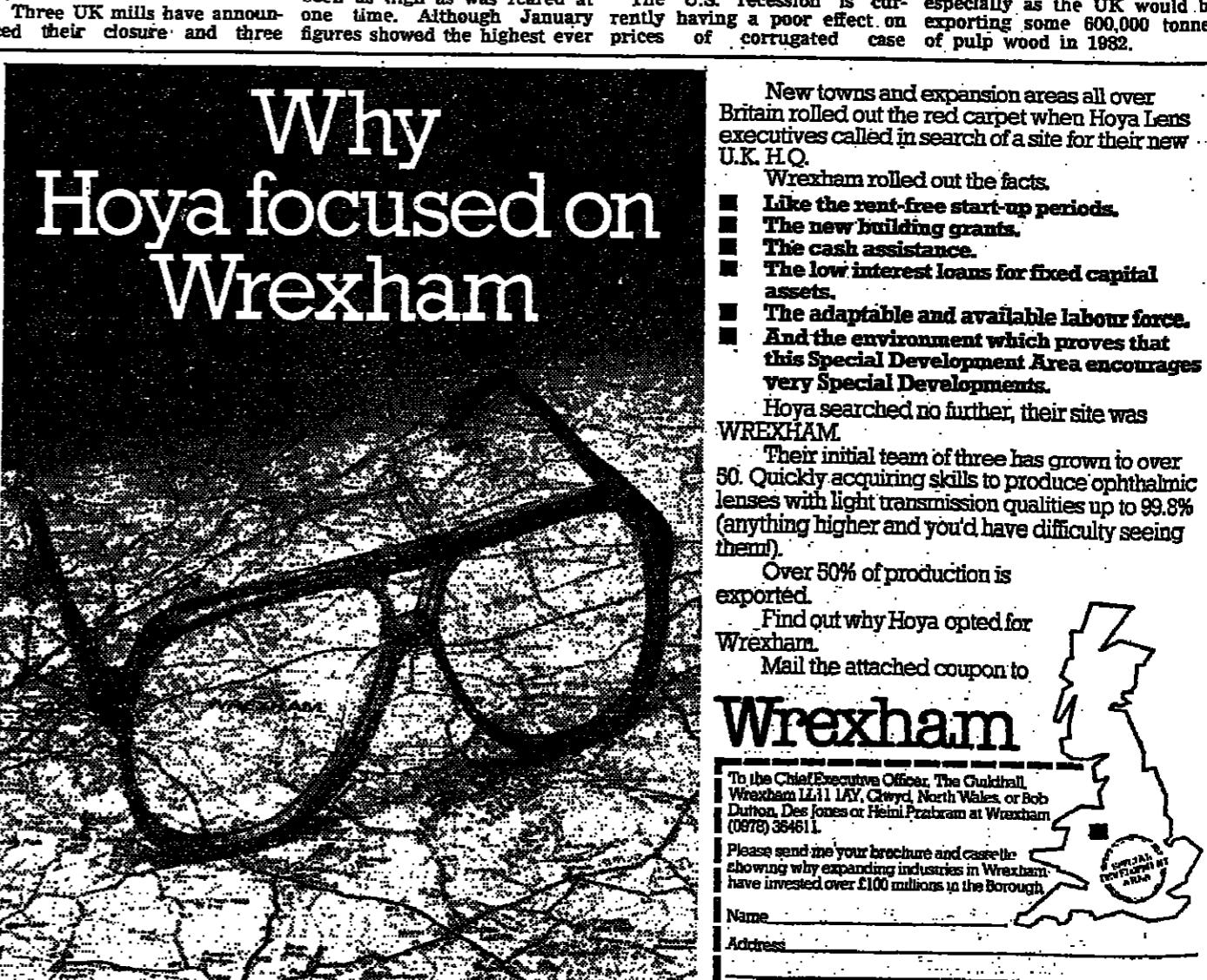
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UK NEWS - LABOUR

Miners claim turnaround over threatened pit

BY DAVID GOODHART, LABOUR STAFF

MR JACK COLLINS, secretary of the Kent area of the National Union of Mineworkers, claimed yesterday that the National Coal Board was preparing to back down over its plans to transfer or make redundant 550 miners at Snowdown Colliery in Kent.

He said: "They have now indicated that they only want to sack about 250 miners. But we are still going to fight them all the way down the line."

Mr Arthur Scargill, president of the NUM, has reportedly called for industrial action to stop the partial closure of Snowdown. Earlier this month he gave the coal board six weeks to withdraw its plans or face possible strike action.

But the board yesterday denied union allegations that the development work proposed for Snowdown would lead to job losses. An NCB statement said: "No mineworker will be forced onto the dole."

The board says Snowdown lost £9m last year and has a productivity rate less than 30 per cent of the national average. It is proposing a two-year halt on production there while £35m is spent developing a new seam.

"Everyone who has seen the conditions in the present working area realises that it is a hopeless mining prospect. No amount of skill and determination on the part of management and men can possibly overcome the physical problems," its statement said.

But Mr Collins said yesterday that a special report on Snowdown drawn up by Mr Arthur Owens, a mining engineer who works for the NUM, came to very different conclusions about its prospects.

There are now 800 men em-

ployed at Snowdown and the NCB have said they want to retain 250 with the rest taking voluntary redundancy or transferring to Tilmanstone or Bettishanger. Mr Collins says the board now wants to retain as many as 500 miners at Snowdown.

The NCB still says that if the new seam proves profitable recruitment will begin at Snowdown and men wanting to return from Tilmanstone and Bettishanger will get priority.

The NCB statement said: "This system has been operated in all other collieries the men leaving the industry getting the full payment provided for in the redundancy scheme and the transferred men the allowances under a separate arrangement."

The coal board believe that they have proposed a reasonable way of dealing with the problem of Snowdown's future losses. Pits in similar difficulties have been put right after a development-only period. They are now profitable and providing secure employment."

The board is also urging the Kent area of the NUM to put forward their own proposals for Snowdown through the industry's colliery review procedure. The management union, the National Association of Colliery Overseers, Deputies and Stokers, backed by the British Association of Colliery Management, has already referred the issue to the national disputes procedure.

But Mr Collins said yesterday that the management union had been put up to it by the board and remained cynical about getting a satisfactory outcome from the review procedure.

Mr Collins yesterday sent a sarcastic telegram to Mr Len Murray asking: "Has the fight against the Tebit Bill started with the betrayal of Aslef?"

Dockers step up bid for labour scheme extension

BY BRIAN GROOM, LABOUR STAFF

LEADERS OF Britain's 24,000 dockers are to step up efforts to persuade employers in ports outside the national dock labour scheme—the basis of dockers' "job for life" employment rights—that they should join it.

Failure to win agreement from at least one employer could lead to a renewed threat of a national strike. Employers, however, believe there is no mood for one either in the ports or among leaders of the Transport and General Workers Union.

The union called off a threatened national strike in May after the Government agreed to consider "specific and detailed" proposals for the inclusion in the scheme of particular ports.

The union has since approached employers in only eight of the 80-plus ports outside the scheme seeking agreement to a joint approach. The ports stretch from Peterhead and Montrose in Scotland to Watchet in Somerset.

All eight have either rejected the request, or seem set to do so. Employers there fear they will import the

inefficiency allegedly encouraged by the scheme in the older major ports, and do not wish to pay the payroll levy to the National Dock Labour Board which membership would entail.

In spite of the slow progress, TGWU leaders believe events will shortly gather momentum. If no employers agree to a joint approach, the union will have to consider making out a case on its own, but the Government is likely to be unresponsive.

Union leaders argue that their researches so far have dispelled the suggestion that their own members in non-scheme ports are lukewarm about joining it.

The impetus to bring them in has tended to come from dockers in scheme ports, who currently number some 17,000.

The growth of ports outside the scheme is seen as cutting away at the basis of dockers' unique employment rights, and some believe they have lost jobs because of the drift to non-scheme ports, which are assisted by the cost advantage of not having to pay the scheme's levy.

Liverpool strike averted

A THREATENED all-out strike by 30,000 Liverpool Corporation employees, due to start tomorrow, has been temporarily averted by an eleventh-hour intervention.

Representatives of the seven main unions involved are to meet Mr Alfred Stock, the city's chief executive, to see if an agreement can be reached on the proposed closing-off of some corporation work to private contractors. The unions fear it could lead to job-losses in an area with a 20 per cent unemployment rate.

Shop stewards, however, still agreed to stage a mass picket

at the two corporation wholesale markets from 4 am today. This could disrupt the movement of meat, fish, fruit and vegetables to Merseyside shops.

Employees are angry that the Liberal-controlled city council has agreed to transfer the cleaning of St. John's retail market in the city centre to a private company, with an annual saving of £25,000. The contract is due to be signed on July 28.

The six cleaners involved were assured of alternative employment but 12 days ago stopped work in protest. The 40 cleaners and porters at the wholesale markets came out in sympathy.

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Sealink pay dispute may spread

BY OUR LABOUR STAFF

A MASS MEETING of 570 seamen at Harwich will decide today whether to continue the 17-day dispute with Sealink UK over proposed pay cuts.

After a weekend meeting with the local management, Mr Alan Petre, chairman of the union dispute committee, said that only minor concessions had been made on the management's plan for a cut of £1.2m in the National Union of Seamen's wages bill at the port.

Union officials, who say the pay cuts average 23.84 per cent, will not make a recommendation to the mass meeting but if strike action is confirmed, it could spread to some other Sealink ports.

Mr Petre said: "Once the precedent of pay cuts is established, we've got no chance—and I think other ports will give us backing."

A passenger ferry, two container ships and a train ferry have been hit by the dispute but passengers have been travelling with one of Sealink's Dutch partners.

Mr Petre also said that, if the dispute were made official, he would call on Dutch seamen to stay with him.

The company says it has talked for six months about cutting costs on the loss-making Harwich lines without progress.

The merchant navy's 30,000 officers and 25,000 UK ratings may have to accept pay rises this winter which fall below last year's 8 per cent package deal.

Shipowners want to reach lower settlements in the industry's national negotiations which start in September.

This will delight Sir Geoffrey Howe, the Chancellor, and the Confederation of British Industries.

The company says it has

No closed shop reprieve for shipowners

BY BRIAN GROOM, LABOUR STAFF

SHIPOWNERS HAVE virtually given up hope that the Government will grant them a five-year reprieve from the closed shop provisions of the Employment Bill, now completing its progress through the Lords.

Without the reprieve they believe they would be particularly vulnerable to compensation claims of up to £30,000 for unfair dismissal.

The Government has rejected already a request from the General Council of British Shipping, representing principal UK shipowners, for exemption from the closed shop provisions.

Shipowners were given a measure of exemption from the closed-shop provisions of the Industrial Relations Act 1971.

This time the only reprieve they will receive is the general one or two-year delay after Royal Assent. This the Government might give before it calls for

The council does not oppose the Bill on principle, nor does it object to closed shop reviews, but it believes it needs time to overcome potential problems surrounding the 1971 agreement with the National Union of Seamen under which members must operate a closed shop.

Shipowners were given a measure of exemption from the closed-shop provisions of the Industrial Relations Act 1971.

The council believes it would be impossible to achieve an 80 per cent vote of those eligible and also difficult to reach the alternative 85 per cent majority of those voting needed to achieve a recognised closed-shop.

Attempts to hold any ballots in the face of hostility from the National Union of Seamen could cause tensions aboard ship.

In the Lords committee stage Lord Mottistone outlined, on the council's behalf, what might happen in the absence of a recognised closed-shop. Seamen would be tempted to tear up union cards so that the NUS would demand their sacking and they could claim compensation for unfair dismissal.

Because of the minimum crewing demanded by the Trade Department before ships can sail, vessels might then be expensively stuck in foreign

ports until a replacement crew member could be flown out.

Lord Mottistone tried to move an amendment, making it a defence for employers to show it was in the interest of the employee to be dismissed unfairly, and to show that the employer's business would suffer immediate and appreciable financial loss from such dismissal.

Lord Gowrie, for the Government, agreed to look into it but believed "any tribunal worth its salt would quickly rumble the kind of fraud being suggested by my noble friend." Lord Mottistone withdrew his amendment.

Idle tonnage may force low merchant navy pay deal

BY BRIAN GROOM, LABOUR STAFF

THE merchant navy's 30,000 officers and 25,000 UK ratings

an average of about 7 per cent.

The decision of the shipowners, however, will be determined by their own financial problems. Dry bulk cargo rates have recently shown a particularly dramatic fall and the tanker market remains gloomy. More of the world's merchant shipping tonnage is laid up than at any time for four years.

A number of companies would dearly love to pay the "zero" wage increase which Sir Geoffrey has advocated for

some employers, but this is

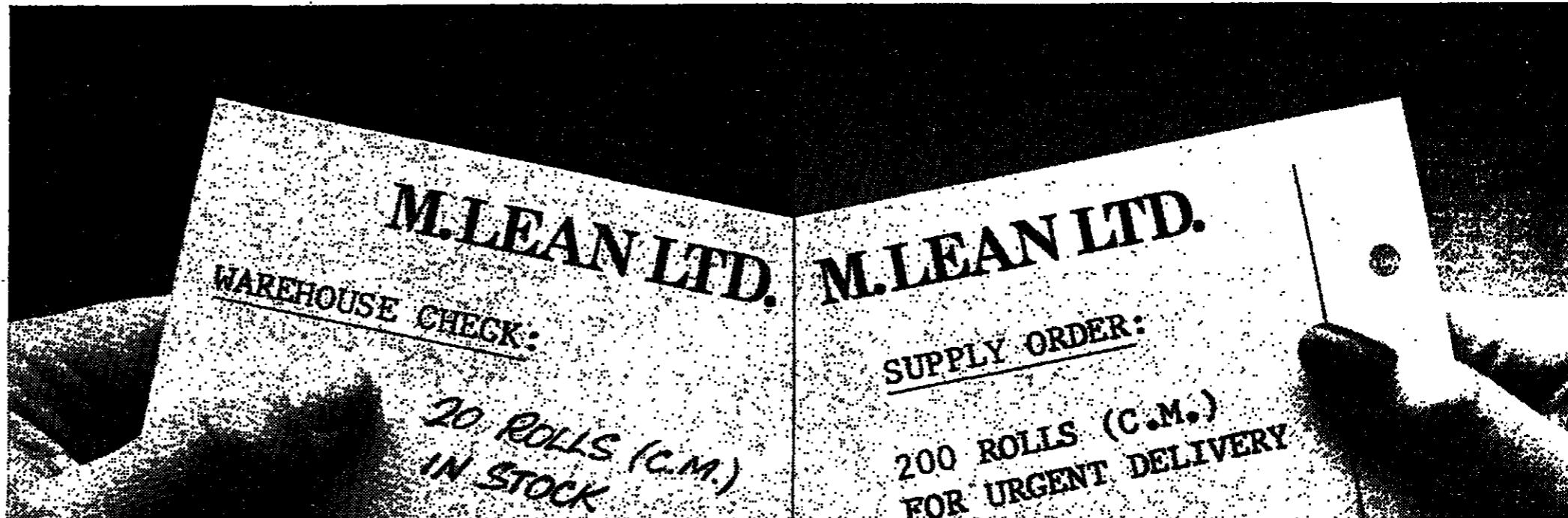
recognised as impossible to General Council of British Shipping. Thirteen companies, employing a fifth of the industry's workforce of 60,000, have approached unions to discuss breaking away from national pay talks, a move supported by the GCBS.

Few of these are expected to pull out before the next pay round but within three or four years the industry may have a split bargaining system. Some will remain in national negotiations, while others bargain at company or sectoral level.

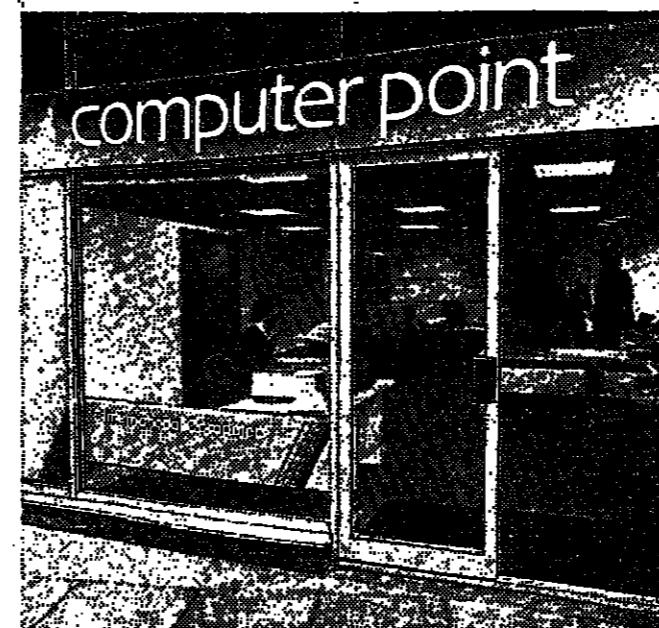
The NUS is broadly in favour

of the move to company bargaining, but is hesitating over giving too many exemptions from national strikes to individual employers. The officers' unions appear less favourable.

Some companies willing and able to reach their own deals were caught up in the NUS's national industrial action over pay 18 months ago. They wish to be exempted from this in future disputes, which do not directly involve them, but the union is wary of watering down its ability to mount national strikes.



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BUILDING AND CIVIL ENGINEERING

New city for Mexico

DEVOULUTION has come to Mexico, along with its petro-dollars. Banamex, the Mexican National bank, is currently building a whole community development over several hundred acres to relocate 3,000 bank employees (a total of 8,900 people including families) at Queretaro, a hundred miles away from their present Mexico city base.

Total cost of the project will be over \$200m (£115m plus). There will be 1m sq ft of offices, houses, shops and other facilities including art galleries, auditoria, a possible theatre and a variety of indoor and outdoor sports facilities.

With the need to attract as

many employees as possible from Mexico City, on top of the sheer cost of the project, Banamex is clearly determined to get it right. In planning the office space it has turned to Environetics International Inc., the U.S. company which has made a name for itself as a leading space analysis consultant and exponent of what has come to be known as "inside-out architecture."

Environetics has also been asked to carry out a detailed analysis of the potential impact of automation and available office technology on the space requirements. "We're writing the functional design specification of the building before the

architect, Ricardo Legoretta, begins to visualise the design form," says Donald Sim, chief executive of Environetics's London operation.

The report includes an evaluation of no less than 1,126 applications of technology which the bank might want to consider. This does not include banking automation as such, since Banamex already has it; but Environetics, through its management technology group, is looking at general operational automation in three main areas—interactive word processing, record retention and electronic mail, and telecommunications.

When Banamex management has reviewed the space analysis report and its implications, Environetics will produce a series of options covering space per head, per department and so on, and will run these through its computers and computer draughting machines to

WILLIAM COCHRANE

37 per cent were approved.

Mr Giles Shaw, parliamentary under-secretary of state at the Department of the Environment, wasted no time in claiming credit for the inspectorate's good performance, pointing to the series of measures which have been implemented in order to streamline the planning inspectorate's workload, continued to grow in 1981, with a record 16,637 appeals lodged—a 2.6 per cent increase over 1980.

But despite the increase, the inspectorate raised the number of decisions forthcoming by 10 per cent to a record 14,451—of which 12,605 came from inspectors. As a result, the number of appeals in hand fell by 13 per cent during the year to just over 7,600, the lowest level for ten years.

The appeals statistics comes shortly after figures showing that the number of planning applications received by English local authorities in the last quarter of 1981 reached only 89,000, the first time that applications have dipped below the 100,000 mark in any one quarter. Of these,

MICHAEL CASSELL

GIANT STEEL components for use in building projects such as power stations, oil rigs, bridges and flood barriers will be manufactured at Cleveland Bridge and Engineering's £26m complex at Yarn Lane, Darlington, which was officially opened this month.

Now part of multinational Trafalgar House, the company has operated for over a century from the centre of the town in Victorian premises, but its new home is claimed to be the world's most modern steel fabrication plant.

When the Duke of Kent pressed the button on computerised equipment that is now the essence of Cleveland's image the gesture heralded an ambitious long-term objective—to export Cleveland's products throughout the world at a time when demand for steel products has largely completed.

"Chief Planning Inspector's Report for 1981," Room 10/10, Tollgate House, Houlton Street, Bristol, BS15.

DEBORAH PICKERING

Cleveland's new facilities

Factory of the future

cover 15 hectares with 28,500 square metres of covered accommodation. The plant has a capacity for 23,000 tonnes of heavy fabricated steelwork a year on single shift working, and Mr Eric Parker, Cleveland's managing director, hopes eventually to have three shifts running a week. Ninety five per cent of the company's orders are for export.

Going some of the way towards recovering the £26m investment are contracts including the October 6 Bridge and Fardos Flyover in Cairo, Hong Kong Bank, phase 1 and 2, and the Castle Peak B Hong Kong power station.

The company's major commitments in the UK involve finishing work at Drax power station, Kneeshaw Lupton Bridge in Wales, Scotland's Killecrankie Essangal and Ait Girnsig, Rough Project at Port Clarence, and Lee Bridge in the London area.

The publication sets out facts to provide a basis for designers, builders and brickmakers to work together to overcome the problem of colour banding

Challenge to concrete

A REVOLUTIONARY cementless structural material which does not require water for its manufacture has been developed by a Frankfurt-based company. Comprised of 96 per cent calcium-free sand and 4 per cent chemical additive, the mixture can be pressed into cavity blocks, interior and exterior panels or facias, floors and load-bearing walls.

The additive, Graitibeton, was invented in 1974 by Helmut Hoedt and marketed three years later by his fledgling company Order Verwaltung GmbH. "We are not trying to compete directly with concrete products," Hoedt claims, "although we can be up to 40 per cent cheaper. But we do hope to revolutionise low-cost housing in the Third World."

With this objective in mind the company has designed a special low-cost dwelling to replace shacks on the outskirts of Bombay. At a unit cost of DM 2,800 (£652), the 24m² single-storey home includes kitchen and shower, and is made completely from Graitibeton.

A similar exercise for Malaysian development authorities has produced a 6m² house for DM 8,000 (£1,865).

The potential world market

for low-cost housing is vaguely estimated at between 200m-250m units, but Herr Hoedt's interests are naturally more low-key. He has been invited by Indian authorities to outline the planning and financial requirements for a factory to manufacture panels to construct about 600 houses per day.

Surprisingly, Herr Hoedt has made progress in a country which has not been impressed with previous precast or prefabricated construction projects, largely due to the inability of locally produced sealants to make joined panels watertight.

The basic requirements for a Graitibeton production plant have no geographical restriction and very often occur in modern developed countries which also have housing problems or an economy plagued by ever-increasing building costs.

The criteria for a plant capable of 1,000m² output per eight-hour shift are:

- Abundant supply of calcium-free sand.
- Local chemical plant capable of producing Graitibeton resin.
- Initial investment of DM 3m (£699,000).
- Semi-skilled workforce of six/seven.

The plant and equipment is of combined German/Italian origin, whereas technical support is exclusively German. The Graitibeton resin—the key to the whole process—is extensively patented but according to Herr Hoedt "does not require a very sophisticated chemical plant to produce it."

Production costs of the panels are claimed to be low, permitting variations in the Graitibeton mix. The comparatively short curing time for resultant products drastically cuts extensive storage areas and energy costs. A 2cm moulding requires eight minutes at 150°C while hardening larger panels needs 30 minutes at 200°C.

Finished products are 33 per cent less dense than concrete, resistant against humidity and seawater, non-combustible and have a high tensile strength. Products are easily sawn for on-site assembly and can be drilled or drilled for electric installations.

The product's greatest single advantage is the fact that water is not necessary for its manufacture. This alone gives it a competitive edge over any proposed cement factory, particularly

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in arid developing countries. The only operational plant to date is in Saudi Arabia but later this year a Graitibeton factory in Malaysia will commence production, while work on an Egyptian plant will begin in 1983. Herr Hoedt is now actively looking at Morocco, Colombia and Nigeria for possible joint ventures.

He acknowledges that America and Europe are huge potential markets and would look seriously at any suggested joint venture. "Our technology is proven, our market will exist as long as concrete products are sold, and our start-up costs are not high. After that, all you need is sand."

UK agent: Bob Terry, Marketing Consultants International, 50 Welsh Row, Nantwich, Cheshire, or

Order Verwaltung GmbH, Kaiserhofstrasse 16, 6000 Frankfurt am Main 1, West Germany.

PAUL HANNON

Planning speed up

THE GOVERNMENT'S commitment to a speedy and efficient appeals system has received another welcome shot in the shape of the first report from its chief planning inspector.

According to Mr Stanley Midwinter whose report is seen as part of a campaign to improve public understanding of the appeals system, the planning inspectorate's workload continued to grow in 1981, with a record 16,637 appeals lodged—a 2.6 per cent increase over 1980.

But despite the increase, the inspectorate raised the number of decisions forthcoming by 10 per cent to a record 14,451—of which 12,605 came from inspectors. As a result, the number of appeals in hand fell by 13 per cent during the year to just over 7,600, the lowest level for ten years.

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MICHAEL CASSELL

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The publication sets out facts to provide a basis for designers, builders and brickmakers to work together to overcome the problem of colour banding

A PAPER which discusses problems arising from present day brick production, distribution, and on-site handling methods, with particular emphasis on colour variations of banding, has been written by Jack Tye. He is a member of the National Construction Materials Handling Committee and secretary of the Brick Development Association.

The publication sets out facts to provide a basis for designers, builders and brickmakers to work together to overcome the problem of colour banding

which can be summarised as follows:

- Brick makers should take steps to pre-mix bricks from different parts of the kiln before packaging. The likelihood of colour variations for a particular type of brick should be made known to the designer.
- The builder should inform the supplier a realistic cut-off programme in which batches are allocated to specific buildings. The quantities required in each stage of the delivery schedule should be carefully calculated.

For smaller jobs, where site storage facilities permit, all the bricks required should be delivered at one time.

The author says that difficulties associated with colour variation can be minimised, if not overcome, provided all parties are aware of the realities of site situation and take appropriate action.

Colour Banding — The Consequences of Modern Handling Methods. From NCMEC, 82 New Cavendish Street, London W1.

Around the industry

● THE FIRST Mexican International Municipal Engineering and Public Works Exhibition will be held in the Sports Palace, Mexico City, from November 14-19 next year.

The show has been designed to coincide with ambitious Mexican urban development projects, the need for which has been generated by massive industrial and economical advancement over recent years.

Since it is the world's fourth largest oil producer, Mexico is now committed to upgrading urban facilities in the major cities of Guadalajara, Monterrey and Mexico City itself—the last has a population of 15m, expected to grow at a rate which will make it the biggest city in the world by the end of the century.

Mexico is also creating new towns and ports as part of a planned decentralisation policy. Despite recent cutbacks caused by the temporarily reduced world demand for oil, Mexico's determination to follow through its urban development policies has not been diminished.

A comprehensive CityMax 33 brochure will soon be available

from Philip Jenkinson, CityMax 83, 11, Manchester Square, London, W1 (01-466 1951).

● AUSTRALIAN treasurer Mr John Howard says his government has given approval in principle for a major hotel development near the centre of Sydney. The A\$50m proposal has been put forward by Apsley Park Hotel Company, as a joint venture between Intercontinental Hotels Corporation (which would operate the hotel on completion) and UK-based Sir Robert McAlpine and Sons.

The Australian government's policy requirement of at least 50 per cent Australian/foreign ownership and control would be met by the participation of the Commonwealth Superannuation Fund Investment Trust.

● AMONG THE French-made Sovemat range of vibrating compacting rollers which will be distributed in the UK solely by 800 Group member, George Cohen Machinery, is the STS. One of three models offered in this country for the first time, this has a mechanical drive which, claims Cohen, is the most

choice from 44 carpets in five ranges supplied by Carrington Vellies, fitted prior to occupation in lounge, dining room, hall, stairs, landing, bathrooms and bedrooms.

An equally comprehensive choice of Dorma curtains is available with fitted curtain track to living rooms and bedrooms with roller blinds supplied to kitchen and bathroom.

*

BERNARD SUNLEY & SONS will construct a £3.8m eight-storey office block in Bedford Park, Croydon, for Guardian Assurance.

The building will have a gross area of about 5,500 square metres and will be of reinforced concrete construction with concrete basement on piled foundations.

A LEISURE complex and refurbishment and extension of an existing hotel on the Langdale Estate, Cumbria, has been awarded to BOVIS under a £1.8m contract.

The centrepiece of a time-sharing holiday development, this project will feature 77 Norwegian-style lodges in the "holiday village." Bovis' work involves constructing a three-storey complex which will provide swimming pool, gymnasium, squash courts, plus sauna and solarium.

*

BRITISH BAKERIES has placed two schemes with a total value of £1.2m, including a £4.1m scheme at Bristol Eye Hospital for the demolition of an existing block and construction of a new seven-storey tower.

Another hospital job is £1.3m and comprises the demolition and reconstruction of the internal floors and walls of a building at 44-46 Cannon Street in the City for Guardian Royal Exchange Assurance.

Strathclyde Council has placed a £65,000 contract for the construction of an office building for the Social Work Department at Norfolk Street/South Portland Street, Glasgow.

A NEW £5m project for MILLER BUCKLEY comprises an office building with social facilities and manufacturing premises for ITT Cannon electrical components, at Basingstoke to complete.

Under this contract the company has been totally responsible for the planning stages from initial concept to detailed architectural and structural design co-ordination of all construction services, such as mechanical and electrical.

*

Another hospital job is £1.3m and comprises the demolition and reconstruction of the internal floors and walls of a building at 44-46 Cannon Street in the City for Guardian Royal Exchange Assurance.

Three floors of Barrington House in Gresham Street in the City are to be refurbished under a contract worth £4.5m which includes the provision of plant rooms and enclosures in the basement and on the roof of the building. The work is for the Legal and General Assurance Society.

The other refurbishing work

*

WEST MIDLANDS PIPEWORK ENGINEERING (PEDE) has been awarded a £1.5m-plus contract from the Electricity Supply Commission of Zimbabwe for stage two of the Wankie power station project.

This is for the design, supply and fabrication and erection of the high-pressure critical service power piping for four 220MW turbo generator and boiler units.

PEDE is a subsidiary of BSC Tubes Division whose Bradford Works at Birmingham will supply the pipe for the contract.

THE CONSORTIUM led by THE ECONOMIC STUDIES GROUP (ESG) with Davy, Consultants and Planners has been selected by the Mexican Government to carry out the economic and financial planning for four proposed new industrial port complexes at Altamira, Laguna de Ocampo, Salina Cruz and Lazaro Cardenas.

The consultancy contract is

BALEFOUR, in association with Saudi Arabian Dar Al Ryad, has signed a contract for the study and design of sewerage, sewage treatment and stormwater drainage facilities for the town of Huraymah in the central region of Saudi Arabia.

OSV DESIGNS of 332, Carshalton Road, Carshalton, Surrey, has won a contract to design the air-conditioning, ventilation and domestic water services systems for an accommodation module on an offshore platform in the Umm Al Dakil field on the Arabian Gulf.

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BBC 2**TELEVISION**

6.45-7.55 Open University, 10.40
International Cricket, 12.50 pm
Interval, 1.00 News; Weather.
1.27 Regional News for England
(except London); London and SE
only, Financial Report, 1.30
Postman Pat, 3.40 Your Songs of
Prize, Choice, 4.18 Regional
News for England (except
London), 4.20 Play School, 4.45
Hey, It's The King, 4.55 News-
round, 5.05 Ticket To Ride, 5.35
Paddington.

5.40 News; Weatherman,
6.00 South East at Six,
6.25 Nationwide,
6.55 Triangle (series),
7.20 Doctor Who and the
Monsters, The Ice
Warriors,
8.10 Panorama,
9.00 Nine O'clock News;
Weatherman,
9.25 Play of the Month: Little
Eyolf by Henrik Ibsen,
Starring Diana Rigg,
Anthony Hopkins,
11.03 News Headlines,

11.05 B. A. In Music, (new
series) B. A. Robertson
introduces a new late-
night show with conversa-
tion and music,
11.35 Taking The Strain, Series
of programmes in which
Noel Edmonds investi-
gates stress,
12.00-12.05 am Weatherman.

All BBA regions except
London except
the following times:

ANGLIA

9.30 am Cartoons, 9.45 Inter-
national News, 10.15 Crime, 11.10
Heart, 11.25 Country, 12.00
11.50 Weather, 12.00 pm Angie
News, followed by weather forecast,
12.05 Difficult Stories, 12.10 About
Anglia, 6.30 Banters, 6.45 Angie
News, 10.00 Ten followed by Angie
Local News and weather forecast, 10.30
Regional Reports, 11.00 Thriller, 12.25 am
Reflections, 12.30 pm BORDER.

BORDER

9.30 am History of the Motor Car,
9.55 Vicki the Viking, 10.15 Untamed
World, 10.45 The Flying Kiwi, 11.00
Sesame Street, 11.25 Country, 12.00
12.10 Van Der Valk, 2.30 Film: "Nor-
the Moon By Night," 5.15 Private
Benjamin, 6.00 Lookaround Monday,
7.00 Campaign, 8.00 Try for Ten,
10.00 News, 10.10 Ten and Banters, 10.30
Thriller: "I'm the Girl He Wants
To Kill," 11.50 Border News Summary.

CENTRAL

9.55 am The Galaxy Way, 10.45
Beyond Westworld, 11.15 Stirrups,
12.00 pm Central News, 12.30 The
Monday Screen Matinee: "The Girl In
Headlines," 1.20 Comedy News, 6.00
Central News, 8.00 Minder,
Contrasts, 11.00 Central News, 11.05
Lou Grant, 12.05 am Come Close.

(S) Stereo broadcast (when broad-
cast on vhf).

RADIO 1

5.00 am As Radio 2, 7.00 Steve
Wright, 8.30 Simon Bates, 11.00 Mike
Firth, 12.00 David Nobbs, 12.30 Lee
Travis, 2.00 Paul Burnett, 4.30
Peter Powell including 5.30 Newsbeat,
7.00 Stayin' Alive with Andy Peebles,
8.00 David Jensen, 10.00 John Peel
(S).

RADIO 2

5.00 am Ray Moore (S), 7.30 Terry
Wogan (S), 10.00 Jimmy Young (S),
12.00 Gloria Hunniford (S), 2.00 pm
Ed Stewart (S), 4.00 Sport, 6.00
(S) including 4.00, 5.00 Sport Desk,
5.45 News, Sport, 6.00 John Dunn

TONIGHT'S CHOICE

Tonight is conscience night. BBC-1 (Panorama), agonises over unemployment and one hopes, probably in vain, that it will not offer the same Right-wing platitudes about lean and fit industry and levelling salaries on inflation without care about competitiveness.

BBC2 concentrates on parts of the world which do not enjoy the luxury of such a debate. This week the first of a new series, *Jose Diokno*, a socially aware Filipino who has already run foul of the present regime. Less than a month ago I was in the Philippines, a huge multilingual conglomeration of islands and cultures. It will be interesting to see if the small screen can lift a corner of the curtain on such a huge problem.

Escape of the most delightful kind can be found on ITV in the form of *A. J. Wentworth BA*, starring the late Arthur Lowe. Set very much in my own school age it is therefore perhaps peculiarly attractive. Will the kids of today ever believe that we were so naive, and gained such great pleasure from such simple things?

ARTHUR SANDLES

BBC 2

6.45-7.55 Open University, 10.40
International Cricket, 12.50 pm
Interval, 1.00 News; Weather.
1.27 Regional News for England
(except London); London and SE
only, Financial Report, 1.30
Postman Pat, 3.40 Your Songs of
Prize, Choice, 4.18 Regional
News for England (except
London), 4.20 Play School, 4.45
Hey, It's The King, 4.55 News-
round, 5.05 Ticket To Ride, 5.35
Paddington.

5.40 News; Weatherman,
6.00 South East at Six,
6.25 Nationwide,
6.55 Triangle (series),
7.20 Doctor Who and the
Monsters, The Ice
Warriors,
8.10 Panorama,
9.00 Nine O'clock News;
Weatherman,
9.25 Play of the Month: Little
Eyolf by Henrik Ibsen,
Starring Diana Rigg,
Anthony Hopkins,
11.03 News Headlines,

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series) B. A. Robertson
introduces a new late-
night show with conversa-
tion and music,
11.35 Taking The Strain, Series
of programmes in which
Noel Edmonds investi-
gates stress,
12.00-12.05 am Weatherman.

All BBA regions except
London except
the following times:

CHANNEL

1.20 pm Channel Lunchtime News,
What's On Where and weather, 5.15
Home Economy, 6.00 Channel Report,
6.30 Home Day, 7.00 News, 8.00
10.28 Channel Late News and weather,
10.40 Thriller: Anatomy of Terror,
12.05 News and weather in France,
followed by weather close.

GRANADA

9.30 am First Thing, 9.35 Sesame
Street, 11.25 Morning Matinee, "And
Then There Were None," 12.00 pm Angie
News, 6.00 Summer at Six and area
weather forecast, 6.30 Pro-Celebrity
Angling, 9.00 Minder, 10.00 News at
10.30 followed by *Reactions*, 10.30
Monday Movie, "The Summer
12.15 North Headlines and area
weather forecast.

HTV

9.55 am The Galaxy Way, 10.45
Beyond Westworld, 11.15 Stirrups,
12.00 pm Central News, 12.30 The
Monday Screen Matinee: "The Girl In
Headlines," 1.20 Comedy News, 6.00
Central News, 8.00 Minder,
Contrasts, 11.00 Central News, 11.05
Lou Grant, 12.05 am Come Close.

(S) Stereo broadcast (when broad-
cast on vhf).

RADIO

(S) Including 6.50 Sports Desk and
7.30 Cricket Desk, 8.00 Folk On 2 (S),
9.00 Humphrey Lyttelton (S) including
9.35 Sports Desk, 10.00 The Law Game,
10.30 Star Sound, 11.00
Lyttelton/Hart-Davis Letters,
11.30 Comedy Desk, 12.00 An Introduction
to Bach, 1.20 Saturday Club, 2.00
Jazz In Britain (S), 7.15-11.15 News
Jazz to Coast, 5.30 Coast to Coast,
5.45 News at 5.45.

RADIO 4

6.00 am Weather, 7.00 News, 7.05
Morning Concert (S), 8.00 News, 8.05
Morning Concert, 8.00 News, 8.05
This Week's Composer (S), 10.00
Camerata Barni (S), 10.45 Bach,
Beethoven and Chopin (S), 11.20
Mozart's 100th Anniversary (S), 1.00
Music, 1.05 Joseph Haydn, 2.00
Matinee, Musicale (S), 3.00 New

RADIO 5

6.05 am Weather, 7.00 News, 7.05
Morning Concert (S), 8.00 News, 8.05
Morning Concert, 8.00 News, 8.05
This Week's Composer (S), 10.00
Camerata Barni (S), 10.45 Bach,
Beethoven and Chopin (S), 11.20
Mozart's 100th Anniversary (S), 1.00
Music, 1.05 Joseph Haydn, 2.00
Matinee, Musicale (S), 3.00 New

LONDON

9.30 am Sport Billy, 9.45
Predictable Disaster, 10.45
Crazy World of Sport, 11.10
Little House on the Prairie, 12.00
Cockleshell Bay, 12.10 pm Rain-
bow, 12.30 Under Fives, 1.00
News, 1.20 Thames News, 1.30
Van Der Valk, 2.30 Monday
Matinee, Anna Calder-Marshall,
Timothy Dalton in *Emily Bronte's "Wuthering Heights."*
4.15 Dr Snuggles, 4.20 The Sooty
Show, 4.45 Watch All Night,
5.15 Gambit, 5.45 News, With
Andrew Gardner, Rita
Carter, 6.25 Help! Community action
with Viv Taylor Gee, 6.35
Crossroads, 7.00 The Krypton Factor,
7.30 Coronation Street,
8.00 A. J. Wentworth, B.A.
Arthur Lowe, Harry
Andrews in "Mud Lark,"
8.30 World in Action,
8.45 Quincy, Jack Klugman in
"Cover Up,"
10.00 News at Ten, followed by
Thames News Headlines,
10.30 X, Y and Zee, Starring
Elizabeth Taylor, Michael
Caine, Susannah York,
12.30 am "Sit Up and Listen"
with Dame Cicely
Saunders. + Indicates programmes in black
and white.

ARTHUR SANDLES

Show, 9.00 Sing Country from the
International Silk Cut
Festival, 9.30 Third Eye—The Philip-
pines, 10.45 Newsnight,
11.30-12.05 am International
Cricket: England v Paki-
stan from Old Trafford.

+ Indicates programmes in black
and white.

THE WEEK IN THE COURTS**Setback for recording companies**

THE LEGAL battle against the bootleggers of recorded performances by artists continues unabated: the latest essay into the murky waters of copyright piracy and bootlegging of the pirated copies is, however, less than helpful to the recording companies who seek to protect their performers?

At the end of last year Mr Julian Jeffs, QC, a patent lawyer of renown, sitting as an additional High Court judge, had held in *Warner Bros Records Inc v Parry*¹ that the legislation protecting performers did in fact confer not only on performers the right not to have their performances recorded but also accorded to the recording companies the right not to have their recordings reproduced unless, of course, consent was given in writing.

The history of the courts' attempts to fill the gap in the law started with a case in 1978 called *Es Partie Island Records Ltd*.² That was an unopposed application for an order against a defendant who, without the consent of the performers, had made records of musical performances for the purposes of trade. That unlicensed recording was a criminal offence punishable by a relatively trivial fine under the Dramatic and Musical Performers' Protection Act 1958.

The application for the order was made by performers whose protection was not merely for the protection of the scope and language of the statute by which the bootlegger committed a criminal offence against the victim, who was the performer. Lord Denning, in a characteristically innovative move, said that where a lawful business carried on by one individual in fact suffers damage as the consequence of a contravention by another individual of any statutory prohibition, the former has a civil right of action against the latter for such damage.

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The burning question was, and still is, whether the recording companies would have been entitled to obtain such an order in civil proceedings to which

not pulled a muscle on the descent to Tattenham Corner.

Sent up to the Scottish course for the Mecca Scottish Derby on a 1200-mile round-trip from Arundel, Jalmood justified a considerable gamble under Steve Cauthen's cool handling of the O'Brien colt sailing home in solitary splendour at Epsom and might have given way to a very different picture.

Assert, a twelfth-hour defection from the Derby has since proved himself on paper the superior of Golden Fleece, while on Saturday Jalmood gave a clear indication at Ayr that he, too, would have been thereabouts at Epsom, had he

not pulled a muscle on the descent to Tattenham Corner.

Jalmood, whose winning margin over a runner-up to whom he was conceding 6 lbs would have been bigger had he gone for the lead earlier, will miss the King George VI and Queen Elizabeth Diamond Stakes and be aimed for the Benson and Hedges Gold Cup.

One impressive recent winner, who will not miss the King George, is Height of Fashion. She was recently sold by the Queen for around £1m to Sheikh Hamdan al-Maktoum. The West Isley-trained filly is

is always open to a recording company, on entering into an exclusive contract with a performer, to require the performer to attend at its request, and on being given a proper indemnity as to costs, to institute proceedings in the civil courts to restrain a threatened breach of the performer's rights. That fact conclusively pointed to the law's unwillingness to allow recording companies on their own behalf to bring such proceedings independently of the performer's assistance.

But there was a crumb of comfort for the recording company in a second ruling by the Judge. He said that, where a recording company had an exclusive right to record the performances, it might be able to establish a right of property in the performances and, therefore, it might have a cause of action against a defendant, because, in trading in bootlegged records, the defendant had directly or indirectly interfered with that property right. This is known as the tort of actionable interference with contractual rights, whereby a breach of contract is brought about by some act of a third party which is itself unlawful. Direct persuasion, or procurement, or inducement, applied by a third party to the contract breaker, with knowledge of the contract and with the intention of bringing about its breach, is a wrongful act in itself, and is actionable.

Evidence of such an interference with other people's contractual rights might not be forthcoming. The direct approach of a right in the recording company to go after the bootlegger, irrespective of the performer's attitude, seems, therefore, to be urgently required. It should form part of any new legislation protecting industrial and intellectual property.

[1982] 1 W.L.R. 979

[1978] Ch. 122

[1982] 1 W.L.R. 983

[1982] 1 A.C. 173

JUSTINIAN

every inch an athlete, but not matter of potential physical quality for the paddock and the Queen probably made the right decision.

It was a few years back that Dennerline, with all the qualities of a female Eastern European athlete, overcame Alleged in the St. Ledger before embarking on what has so far proved a totally barren career at stud.

AYR

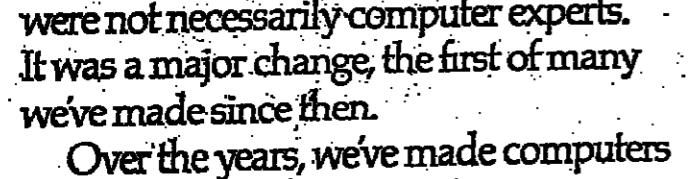
2.30-Easy Star**

3.30-Mubarak of Kuwait**

WINDSOR

6.30-Wild Coast*

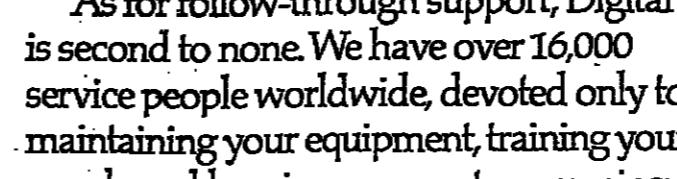
7.50-Silk Sari



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MANAGEMENT

Why Rank Xerox is sending executives home

BY ARNOLD KRANSORFF

ROGER WALKER is a former personnel manager who resigned his job last October to go solo. When he goes to work today, he will walk a few yards down the corridor of his home near Milton Keynes.

There, in his former spare room, he has installed modern office furniture, a telephone and a micro-computer. One of the first things he will do is contact his former boss.

In itself, Walker's situation is not unusual. Many individuals with ambitions which extend beyond a traditional corporate career, start out on their own from home. Some even get their former bosses to employ them in a consultancy capacity.

This is exactly what has happened to Walker. But where his situation differs is that his contractual arrangement is not a soft form of redundancy.

Walker, aged 37, used to be a salaried member of staff at the international headquarters of Rank Xerox in London. He is the first of about 150 key support staff that the company plans to employ in an imaginative—and possibly revolutionary—experiment that could set a pattern for many other companies.

The company found no difficulty in persuading Walker to become a pioneer. He had always wanted to be self-employed and was going to leave anyway—without the guaranteed consultancy contract he now enjoys. When he heard about the scheme he volunteered to be the company guinea pig and submit running reports on his progress.

The main rationale behind the idea is that if sufficient selected employees can be persuaded to remove themselves from the payroll, and yet continue to work for the company, it will be able to make substantial savings on non-salary-related costs.

Rank Xerox calls the new concept networking.

Apart from the cost savings element, the exercise has two other objectives—to provide a practical model for the self-employed professional setting up an office at home and to demonstrate how the latest technology can help bridge the geographical gap with head office.

In Rank Xerox's case, the initial motivation for the whole experiment arose out of an examination of direct and indirect employment costs. Taking into account factors such as



Roger Walker (left), Rank Xerox's guinea pig "networker," communicates with Phil Judkins, his former boss at headquarters, via a computer link.

pension, perks, canteen and sports facilities and office rental, a rough rule of thumb is that these can add up to three times payroll earnings, particularly for executives.

But at Rank Xerox this ratio was threatened by recent rate rises—up from 20.5m to more than 21m in the past two years. To its horror, the company found that overheads were equal to its headquarters payroll of around £15m a year.

"We saw that costs were getting out of hand," says Derek Hornby, director of staff support and a member of Rank Xerox's policy committee. "So we tried some brainstorming to come up with ways to get round the problem. Two of my staff eventually suggested networking."

It did not take much brain power to deduce that costs could be cut by getting rid of some of the overspill accommodation and relocating the 150-odd employees involved into head office. Unfortunately, however, headquarters was already full; hence the idea of getting some key employees to a recession, failing profits and a consequent drive to reduce the workforce. Part of this exercise, in his West London region, was managed by Roger Walker himself. In the process he eliminated his own job. But

Prime candidates for networking are those individuals whom a company does not wish to lose but whose jobs could be reckoned to become part-

time. In Rank Xerox's case, this will probably include pension advisers, management training and computer personnel.

Hornby insists that the company is undertaking the experiment as a serious attempt to investigate an alternative to traditional ways of working. "All the individuals involved are seen as valued members of the company. It is not a soft form of redundancy."

Including non salary-related savings, Rank Xerox estimates that it could be £5m a year better off once all 150 networkers go out on their own by the end of next year. So far there are eight in the field.

From Rank Xerox's point of view, the arrangement has merit because it frees office space for overspill employees.

It also helps cut the workforce—without an individual's services being lost to the company.

The networking concept was formulated against the background of considerable pressures on the company: intense competition in the midst of a recession, failing profits and a consequent drive to reduce the workforce. Part of this exercise, in his West London region, was managed by Roger Walker himself. In the process he eliminated his own job. But

Rank Xerox did not want to lose him.

From the individual's point of view, networking is clearly a calculated gamble, not least because he or she has consciously traded the relative security of a corporate environment for the precarious status of the self-employed.

Counselling

More directly, the company pension has to be given up, as well as, for example, a company car, a secretary, a subsidised canteen and the use of a telephone for private calls—all indirect benefits which, in an executive's case, could add up to 40 per cent of basic salary.

To compensate for this Rank Xerox has put together what it thinks is an attractive—and fair—package.

In general each networker is offered a two-year renewable contract to work for the company for a minimum period of two days a week. He or she is paid a market rate for services paid.

Over a year this works out to an amount which is usually slightly less than the individual's gross annual salary at departure, says Rank Xerox. In addition, the company makes an ex-gratia payment based on

length of service—a so-called termination package which is probably similar to a normal redundancy payout.

On top of this the company helps the individual to furnish his new office; he is offered modern furniture and equipment, including a micro-computer, at advantageous prices. Leading up to his departure—and afterwards—he is also given extensive counselling, particularly on administrative and tax matters.

At face value the deal does not appear to be a particularly good substitute for working in a well-paying multinational. After all, an individual is giving up what is assumed to be a long-term career for a part-time, short-term contract that brings in less than might otherwise be earned.

As a self-employed person, the individual also has to pay his own national insurance contributions, provide for a pension and private health care and—if necessary—buy a car.

Moreover, there is the "social" side of working for a large organisation that has to be given up—the informal, supportive conversations with colleagues and the team involvement.

But Rank Xerox thinks that the part-time element of the

deal makes it a very attractive proposition, especially if the individual networker is psychologically suitable and ambitious.

Because the contract normally commits the networker to only two days a week, there is plenty of time to look for additional business. Although this can take time, one executive who resigned last December to become a networker already has a dozen clients.

"None is complaining that he is poor," says Hornby with a certain amount of relief in his voice. He admits that his greatest worry is that a networker will leave "and fall on his face."

Hornby says that only certain executives have been selected initially. "Clearly we need and will always have a core staff within head office for day-to-day management. Many functions, however, can be fulfilled by networkers."

"They will not be staff as we understand the term; they will act as part-time consultants in their specialised field, and we expect and have found that they continue to demonstrate the same creativity and loyalty which they demonstrated when working inside head office."

Hornby explains that the company treats the individual networker as it would any other supplier—"the jobs to be done are defined and a price fixed for satisfactory completion of the task." The networkers are then "encouraged and trained to use the remainder of their time selling to other companies, or pursue other interests as they wish."

He says that the individual networkers are chosen because of their value to the company and he hopes that the association will continue beyond the initial contract. "We hope they will sign up again. The risk we run is that they are doing so well they won't want to work for Rank Xerox."

Through using the networking concept Rank Xerox believes it is pioneering a new method of organising work which allows for substantial cuts in costs, builds on the processes opened up by new technology and seeks to enhance the motivation and opportunities open to existing staff.

If the experiment proves a success commercial property developers and rating authorities might rue the day Roger Walker resigned.

Tomorrow: What the guinea pig feels about the experiment.

Business education to go on the air despite setbacks

BY ARNOLD KRANSORFF

AFTER years of deliberation, including a short period when co-sponsorship with an outside educational body was considered, the Open University is to launch its own programme of home-study courses for managers.

The university's "Open Business School" starts in September next year with the first of 25 "post-experience" courses that could lead to a diploma. The courses are being specifically designed for the practical manager who has neither the time nor the funds to take a residential programme.

They will be less academic than first degree and higher degree programmes already put on by the Open University for business-oriented students.

Effective

The university's existing programme covers such topics as statistics, organisational behaviour and systems modelling while the new series of courses will include subjects like exporting, marketing, financial decision-making and personnel selection.

The first course will be called "The Effective Manager" and will require around 100 study hours to complete—the equivalent of a three-week residential programme. Most of the other courses will take between 50 and 100 hours.

The decision by the OU to go it alone follows the breakdown in January of talks with Henley Management College, to co-sponsor a degree-level management training programme.

The joint venture had appeal for both institutions with the OU contributing its experience in distance learning techniques and Henley utilising its expertise in management education.

"In strict terms there will be no limit to the numbers we can take," he adds.

But negotiations collapsed over disagreement about educational objectives and difficulties over aligning different institutional practices.

Henley has already announced its own home-study programme which will start early next year.

Costing about £250 per course, it will incorporate an integrated

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Safety Breathing system

NOW available from Safety Air Products of Wigan is a U.S. designed emergency breathing system. It consists of a 60 litre air bottle with mouthpiece or half mask. It is claimed to be ideally suited for divers as a back up device or for firemen or anyone who may become involved in a toxic atmosphere.

The system, called Datalot, will later be capable of taking data from an existing mainframe or minicomputer so as to update existing stored graphs. More on 0865 42597.

GEORGE CHARLISH



Commercial testing

Hatfield service from British Aerospace

British Aerospace Dynamics has decided to offer a commercial testing service at its Hatfield division. The company says the services include environmental, mechanical, acoustic, structural and fatigue testing. A full range of environmental conditions can be simulated for example and BAE says it has developed new forms of testing such as vibration stimulation using acoustic energy.

The picture shows a Sea Eagle missile prepared for combined vibration and temperature testing.

TECHNOLOGY

BARRY RILEY meets the creators of the most popular "What if?" microcomputer program

VisiCorp on an upward sales curve

"SOFTWARE technology will be big news in the next 18 months," promises Dan Fylstra, chairman and co-founder of VisiCorp, the San Jose, California, software house which is widely credited with having made possible the explosion in the use of personal computers in the business environment.

The key product was VisiCalc, an electronic "spreadsheet" which dramatically reduced the learning time needed to make use of personal computers. It is claimed that more than a third of the personal computers used in business are equipped with VisiCalc.

This program, introduced in 1979, is a kind of electronic worksheet. It allows the user to enter alphabetic or numerical information in a row-and-column format. VisiCalc can cope with many number problems in areas like finance, investment, marketing, engineering.

Once the user has entered the data in the form of individual items and totals he can then begin to analyse the information and assess the impact of changes to any of the components.

For instance, any number in the problem can be altered, or

different percentage changes applied, and the model will instantly calculate the effect on all the other numbers. At present VisiCalc sells in the U.S. for about \$350.

Since VisiCorp was founded in 1978 it has shipped more than 500,000 software packages, and is on a rapid growth curve. Sales are at present running at an annual rate of more than \$30m.

Power

Although VisiCalc was developed by a New England company called Software Arts, VisiCorp continues to deal with outside designers. The company has built up a big internal program development capacity and does roughly 75 per cent of its work in-house.

It says this emphasis is necessary because it aims to build a strong market position on the basis of an integrated system of business application programs.

VisiCorp is preparing for the introduction of the next generation of personal computers which will offer four or five times the power of the present generation, and will open up many new possibilities for software designers.

But this poses a big challenge to the software designers. User friendliness is now a critical factor. Whereas up to now most users of personal computers in business have been enthusiastic to some degree, and have been prepared to make substantial efforts to master the machines, the hardware will increasingly

level. Because of this, says Dan Fylstra, "software designers don't have to compromise any more." The problems are seen as relating more to human interaction than to technology.

VisiCorp's aim is to provide a whole system of interlinking software. The products will be easy to use: much more instruction material will be included on the diskette and there will be only a few pages of printed guidance. All the software products will be available at once, so that the user can move instantly from one to another.

For example, the personal computer user will be able to carry out word processing, financial planning, statistics and graphics, and other operations, without changing programs or interrupting his chain of thought.

The development of such software is seen as being essential to the success of the next generation of personal computers.

Just as the present range of hardware such as Apple II has refined heavily upon programs like the VisiCalc, so the next generation will need to be backed by software which will make personal computers easily acceptable in a broad range of office occupations.

Feedback

Such companies are large enough to buy hundreds of personal computers at a time, making this a potentially attractive direct market for the accompanying software. Mean-

time, VisiCorp is building on the extensive feedback from existing users of its products in order to broaden the appeal of its next generation of software.

Hardware capability is

expected to take a quantum leap with prices, however, stay-

ing at about the \$4,000-\$5,000 mark.

It is a little box given free with the package which fits on the printer port of the computer and allows only software with a certain serial number to run on a computer with the same number.

Nightmares

It is impossible, Terry Poole reckons, to completely debug related microcomputer software packages, pre-written, generalised accounting software that should run on most popular machines including the Apple, Pet, IBM, Sirius and so on.

Each package—purchase TABS system and has nightmares about the effect of rounding-up error (eight bit machines are conventionally accurate to two decimal points) in VAT calculations—in the VATman's favour, of course.

Terry Poole, TABS Systems, 102, 01-248 4976; TABS on 0264 58933.

How you raise the money is the exciting part of the computers and software scene

Two marketing examples after a little help

BY ALAN CANE

THE EXCITEMENT in microcomputers and their software lies less these days in the products themselves and more in the ways their makers secured the necessary finance and marketed the results.

Good examples are two newish UK companies, Iatec, a recent addition to the Unlisted Securities Market, which makes the "Iona" microcomputer, and TABS, creators of general purpose business software for microcomputers which has been given a hefty chunk of finance by Hambrs Bank.

Iatec was started by David Atkins and David Greenham; both had considerable experience of the computer world through their computer bureau Century Computer Centre—which provided the initial finance during the two years they were designing and building the "Iona."

It is a comparatively orthodox 8-bit machine, nicely styled in funeral black with some attractive bells and whistles.

A single key, for example, is used to "boot" (install in the computer's own memory using a few simple built-in instructions) in the most popular micro-computer operating system, CP/M.

Supplier

The main memory can be expanded to 262,144 bytes by clever electronic switching and eight colours in 64 shades are available.

If Iatec is building its dealer network TABS already has 300—80 of them having taken a training course and passed an examination.

The company is run by Terry Poole, ex-Floating Point Systems, and its general accounting software was designed to prevent software piracy.

THE ARTS

How much of a building is a building? Since the Second World War it has been fashionable among planners and architects to think that conservation can be served by the retention of the facades of old buildings. The "restoration" of the Nash terraces around Regent's Park by the Crown has largely taken the form of keeping the stuccoed frontages of the buildings and completely destroying the interiors, staircases and decorative finishes that compose the whole of the buildings.

It is now completely impossible to imagine that you are inside a building designed during the heyday of the Regency. Georgian terraces in the centre of our cities have often been gutted in such a way that huge open plan offices run from one end of the terrace to the other. Passing by parts of Gloucester Place in Westminster on a bus in the evening you are confronted by long vistas of fluorescent-lit rooms, lurking behind false doorways and balconies. The Civic Trust has often approved of schemes that retain facades and pay no attention to the whole of the building. This is not conservation.

A recent case has been drawn to my attention that demonstrates only too clearly the folly of facadism. In Marylebone there stands a splendid brick building designed by the distinguished architects Balfour and Turner in the 1890's.

Known as York Street Residential Chambers, the building was completed in 1892 to house professional women who needed accommodation in the centre of London. Arranged around a large and handsome entrance hall and staircase each floor has a range of apartments. In the fashion of Oxford colleges the rooms provide excellent living-quarters—bathrooms—and a large dining hall are shared.

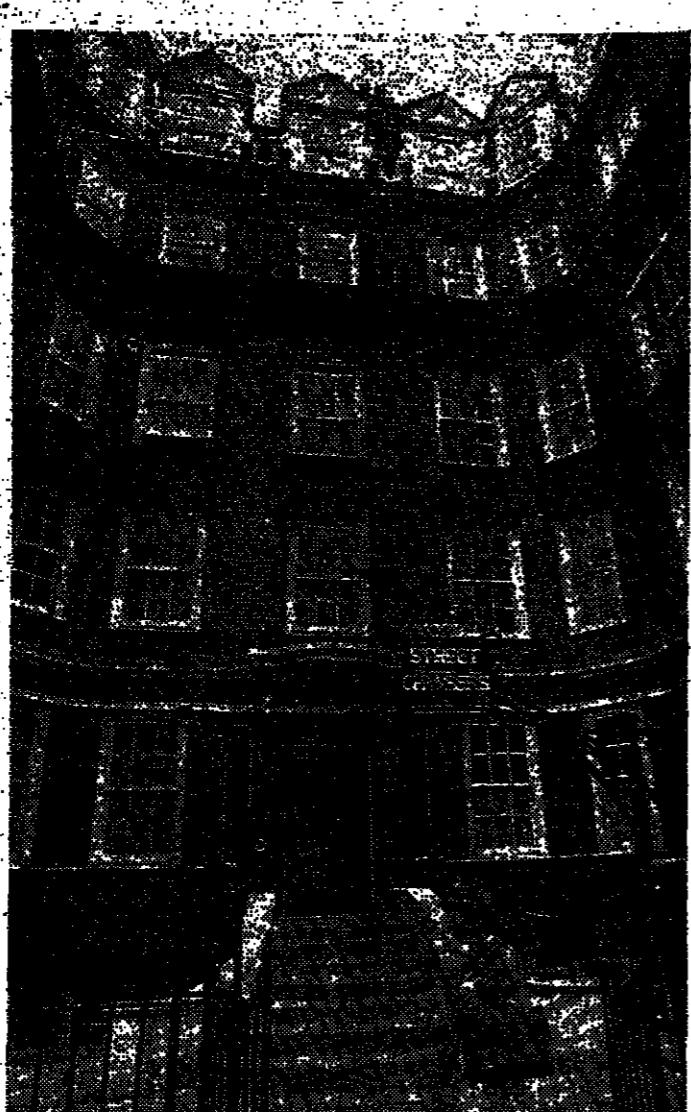
Today the splendid dining hall, which is decorated with fine tiles, is an old people's centre and the residents have their own kitchens and pantries. Many of the individual flats have large and handsome living rooms with fine fireplaces and cornices. The atmosphere is still that of the best Arts and Crafts buildings. There is a sense of proportion and dignity and an attention to detail and materials that is so unusual today.

This building is a rare survival. In fact it is the only example of its period in London—a similar scheme in Bloomsbury was destroyed in the war.

Architecture

Colin Amery

Behind the facade



Trevor Humphries'

York Street Chambers, an unlisted London landmark

For both architectural and social reasons the building deserves special care and respect. The present owners are the St Marylebone Housing Association and they have terrible plans to alter radically the nature of the building.

The object of their proposals is to bring the accommodation

up to present day standards. This calls for the utmost care to ensure that the fine spaces within each flat are retained. One scheme which has been shelved for the present, planned to carve up the flats in a deeply insensitive way to create "present day homes" which would have been as nasty as any

system built public housing scheme. A programme of gradual improvement could easily be devised that did not disturb the residents or radically alter the nature of the building. It is not enough to assume that the retention of the outward appearance of the building constitutes conservation.

We all know where good intentions lead and York Street Chambers under the ownership of the Housing Association must not be transformed for the sake of a few modern conveniences. In an article published in the *Builders Journal* of 1887 the work of the architect Balfour and Turner was singled out for praise as an example of buildings that were not just the poor quality work of speculation.

There is a grave danger that the Housing Association machinery is as insensitive and careless as any speculator when it comes to the care of old buildings. One of the residents in this fine London building, who has been there for more than 50 years, revealed that although the Housing Association was asking the residents to move out temporarily, none of the committee had even bothered to visit the flats. How can any charitably disposed organisation be so cavalier?

It is vital that the interiors of old buildings receive proper protection and that the fashion of gutting them is stopped. The Victorian Society and the Westminster City Council are struggling to get York Street Chambers listed and it is an appalling reflection on the grinding insensitivity of bureaucracy that efforts to secure the protection of this major building in the centre of London have been underway for more than ten years. The Secretary of State for the Environment has been quick enough to list buildings that are politically more important—he should act now to save a building that is both historically and aesthetically of great value.

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Our cities are made up of buildings that are more than facades, their interiors are just as much a part of the fabric of our lives. This building in St Marylebone is just one example that highlights a more general problem. Judging by outward appearances alone it is always dangerous, in the case of buildings it can lead to the destruction of historical integrity.

Takacs Quartet/Wigmore Hall

Dominic Gill

The young Takacs String Quartet from Hungary (formerly the Takacs-Nagy Quartet) are one of the most exciting new ensembles to arrive on the European musical scene for a decade or more. Max Loppert praised them warmly on this page when their name was still unknown, after they had won, by the unanimous acclamation of the jury, both first prizes at the Evian Competition in 1977. Last year, after hearing them at Riverside, I wrote that the Takacs were "set to become one of the world's great string quartets. Perhaps even that caution is ungenerous, for on the evidence of this concert, as near as makes no difference, they already are." On Saturday night, that judgment was both confirmed and amplified.

It was a recital of dazzling authority and technical command of the kind which defeats all the common observations. To single out one, or a handful, of particular virtues is to miss the mark: it is the combination of so many excellencies, individual and corporate, which gives the Takacs' performances their distinction. The ensemble is not a blend merely, but a live and vibrant balance of

parts. For all that the four voices are so well matched, and move together with such remarkable unity, each accent is so individual and distinct that one is forced, again and again, to the unaccustomed task of real contrapuntal listening.

The Takacs are in this sense what chamber music-making is fundamentally about and not what it is not about: their ideal sonority is not the chording of an electric organ (with swell and vibrato attachments) but a unanimity whose very expressiveness lies paradoxically in its multiplicity, variety and depth of texture. That should be an obvious point to make; but it is enough to listen to the great majority of our own best young quartets, and not a few of our best older ones, to realise that the point may not be obvious at all.

The Takacs' account of the adagio slow movement of Haydn's G major quartet op 76 No 1 was a model of just such diversity within unity: not "tune" and "accompaniment" (an effect which even the Amadeus don't entirely avoid in their own recording), but a counterpoint of one principal and three subsidiary voices, whose every chord, and every shift of emphasis within a

chord, was vitally articulated. Their control not merely of subtle variations of tempo but of a huge palette of sparkling colour in Schubert's early B flat quartet D112 was unfaltering. Their performance of Beethoven's second Razumovsky quartet was very powerful, made with fine precision, concentration, buoyancy. The audience asked for an encore,

and got the pizzicato movement

from Bartok's fourth quartet:

exhilarating tour de force. The Takacs produce a ravishing sound on what appear to be the unresponsive instruments of the thought: when they get the instruments they deserve, what marvellous sounds could then emerge?

Wapping Open Studio weekend

I shall do no more than urge you to support the initiative and make the trip down Wapping High Street. If some of the work you find there surprises or puzzles you, persevere, go into the studios next door.

W.P.

Jessye Norman at Stton Place

Jessye Norman will perform at the opening concert at Stton Place near Guilford on July 21. She replaces Julian Lloyd Webber who has been taken ill. Tickets, which include a tour of the house and gardens and supper, cost £20.

REVIEW: Jessye Norman at Stton Place

FINANCIAL TIMES

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Monday July 19 1982

The trains go on running

IT IS a long time since the TUC intervened so effectively and so responsibly in a major industrial dispute as it did in helping to avert the threatened closing of British Rail. The last example that comes to mind is the TUC's intervention in 1977, but that was under a Labour Government where relations between government and unions are supposed to be somewhat more friendly than in the present climate. Besides, the 1977 intervention secured a distinctly favourable settlement from the firemen's point of view.

This time the TUC has firmly ditched one of its own affiliated members. On the basis of the statements coming from Aslef yesterday, there can be little doubt that the union leaders feel that they were undermined by the very body to which they were looking for support. A few days ago, Mr Michael Foot, the Labour Party leader, appeared to have come down on Aslef's side. The TUC has overturned all that: Aslef members are going back to work, flexible rostering is likely to be accepted and the railways will remain open.

Policy

There is a lesson here for the Government too. Mrs Thatcher's administration has tended to ignore the unions, or at least to seek to keep them out of the political processes. The latter is right; the role of the unions should be industrial and social. But the rail dispute has shown that the TUC can make a helpful contribution to industrial affairs which the Prime Minister has not gone out of her way to encourage. It would be foolish now to gloat at Aslef's discomfiture.

Now that the strike is off, the Government would also be wise to look again at the idea of a long term transport policy. It was one thing to risk the running down of the railways, but in the end such a policy would require rather more expenditure roads.

Sir David Serpell, a former permanent under-secretary at the Ministry of Transport, was appointed a few months ago to produce a report on the railways' long term future taking into account all relevant considerations of finance and alternative policies. His committee's findings, due by the end of the year, become more relevant than ever. The Government needs to be able to say to the unions what kind of a railway system it envisages if industrial relations and financing can be made to work.

Litmus test for Bonn's principles

MOST, if not all, European governments accept that they cannot simply stand by when big companies threaten to collapse. The significant division is between those that leave lame ducks in perpetual intensive care and those that face up to the problems of industrial restructuring with all the attendant electoral risks.

The misfortune of Herr Helmut Schmidt's government, and more specifically the Social Democrat (SPD) part of it, is that it now confronts one of the tougher restructuring jobs in Western Europe at a time of mixed economic fortune and maximum political sensitivity.

The handling of the troubled electrical giant AEG-Telefunken will be regarded around the world as a litmus test. Any deviation from West Germany's traditional adherence to broadly liberal economic principles will almost certainly be taken as a tell-tale sign of incipient weakness in an economy that has hitherto been considered the most robust in Europe.

Growth

AEG, with an annual turnover of £3.5bn and some 134,000 employees at home and overseas, is neither a special case nor a lost cause. It is involved in numerous growth sectors such as information technology, electronic components and defence equipment.

The trouble is concentrated in consumer electronics, where AEG lacks the volume to compete with Japanese and other large producers, and household appliances, where recession and high interest rates have taken a heavy toll. In addition AEG has been hurt by President Reagan's decision to put obstacles in the way of the Soviet gas pipeline. Casting a further shadow over it all is a mountain of debt: net borrowings of £940m at the last balance-sheet date amounted to more than five times shareholders' funds and minority interests.

AEG cannot survive without more cash. Last week the Government provided some short-term accommodation to the tune of £130m, which buys time to implement a reconstruction plan involving an element of forgiveness on existing bank debt, an injection of outside capital by a major foreign company (Britain's GEC is the favoured candidate) and the provision of equity and loan guarantees by provincial governments.

The success of this exercise could, however, be jeopardised by the workforce, which has so

THE COLLAPSE of the two week strike by Britain's train drivers is one of the most significant union defeats of recent times and its repercussions will be felt throughout the labour movement.

The executive of the Associated Society of Locomotive Engineers and Firemen agreed yesterday to put to a speedily recalled meeting of its policy-making annual conference, under a formula drawn up by the TUC, a recommendation to accept the principle of more flexible work rostering for train drivers and reach an agreement on this with British Rail.

BR thus has within its grasp union acceptance of the productivity issue at the heart of its 12-month dispute with Aslef. Technically, the recalled Aslef conference could still throw out flexible rostering, but this seems unlikely.

Who, then, are the winners and losers? And what is the effect of this deal on the main parties—the unions, BR, the Government and the BR

for single manning in drivers' cabs, which would cut another 2,500 Aslef jobs initially, and could mean further reductions.

The financial effect alone of such reductions in membership would greatly increase the already-strong pressure on Aslef for a merger with another union. Aslef's total assets stand at £22,605,543, according to its last recorded accounts, with a membership income of £1,303,328. Few unions would be able to withstand a 30 per cent drop in income which may eventually flow from yesterday's decision.

In terms of mergers, it is perhaps significant that Mr Buckton's vitriolic attack yesterday on Mr Sid Weighell, general secretary of the rival National Union of Railwaysmen, was specifically put as criticism of the man and not the union. Mr Buckton may regard Mr Weighell as a stumbling block to a merger, but the NUR

leader is due to retire in five years.

The knives may be out both for Mr Buckton and for his eight-man executive. Mr Bill Rookesley, the union's last president,

was summarily dispatched from office by the executive because he signed a deal last year accepting flexible rostering. Militants in the union, particularly if they have to bite the bullet of the new rosters, may well adopt the same tactic with the present leadership.

Mr Buckton's attack on Mr Weighell and on the TUC may be a form of defence against internal criticism. The Aslef leadership needed a scapegoat, for although most of the union's members were still obeying the strike call, there were some signs of solidarity crumbling. Those signs would probably have increased as drivers reacted to BR's recent threat to sack the entire Aslef membership. Unable to attack their own members for weakening resolve, the leadership has turned on the NUR and TUC.

Previous major trade union defeats of this order have been hard for the unions to take. Mr Tom Jackson and the postal workers have never really got over the humiliating collapse of their strike in 1971.

• The rail unions. The bitter-



● Aslef stages a protest at the London International Freight Terminal (left) and the union's leader, Mr Ray Buckton (above).

evidence of betrayal—even though the Aslef leadership was anxious for a means of getting off the strike hook.

• British Rail. The outcome of the strike—not just its being called off—is a major victory for BR. Sir Peter Parker, BR's chairman, will now be able to go to the Government and show that the industry is setting its own house in order, that it is shifting from long-held restrictive practices. He will seek final approval of such projects as the further electrification of the railway network, which is now likely to be forthcoming.

The outcome is a triumph for the hardline approach to industrial relations, as practised by Sir Michael Edwards at BL.

The victory was only achieved, though, at a terrible cost. The 17 days of Aslef strike earlier this year cost £80m, and pushed BR's projected losses for the year up to £160m (even before this strike started). At a rate of £8.5m a day losses from this strike, the overall loss from it could be about £120m.

BR, though, will now be able to push ahead with the other reforms it has been seeking—and in particular will be in a much stronger position to deal with the NUR's refusal to work on the single-manned new trains on the Great St Pancras line.

• The Government. Again, the ending of the strike, and Aslef's likely acceptance of flexible rostering, is a success for the Government on a spectacular scale. Following the victory over the Falklands, the Government was in no mood to compromise.

The spectra of a confrontation with the miners led by Mr Arthur Scargill still looms, but some of the wind will have been taken out of the miners' sails by the Aslef defeat. Apart from that, virtually all that is left on the labour relations front, certainly in this pay round, is the NHS dispute.

Despite pay settlements considerably higher than expected in the public sector, the Government is poised to regard this pay round as a success—and the ending of the Aslef strike as another spur in its legal drive against trade union power.

The impact of Aslef's defeat

By Philip Bassett, Labour Correspondent



THE TOUGH NEGOTIATIONS THAT LED TO A PEACE FORMULA

THE TUC's negotiations were conducted from their start at 10 am on Friday morning not on the basis of how to give support to Aslef in its strike—but entirely on how to get Aslef off the hook.

The marathon session of the TUC's inner cabinet, the Finance and General Purposes Committee (F&GP), began by hearing evidence from all three rail unions.

Chairing the meeting was Mr Alan Sapper, this year's TUC president. Present were: Mr. Moss Evans (Transport and General); Mr David Bennett (General and Municipal); Mr Terry Duffy (Amalgamated Union of Engineering Workers); Mr Frank Chappie

far been exceptionally hostile to the proposal that GEC should take a 40 per cent stake in one of the main components of the reconstructed group. In defiance of all stereotypes GEC's Lord Weinstock is hailed as the super-efficient British hatchet man who will take the knife to the soft underbelly of a key part of German industry at the cost of thousands of jobs. Yet he is reluctant to persevere unless the workforce drops its opposition.

Against that background there are two obvious temptations for any government. One is to opt for a "national" solution whereby AEG would be steered into the arms of a major West German company such as Mannesmann instead of allowing a cross-border link that made more industrial sense.

The other is to continue fudging the issue indefinitely in the hope that either the political or corporate problem—or preferably both—will come off the boil.

Both options make little economic sense and in the final analysis jobs will go and factories will close regardless of whether it is GEC. United Technologies or Mannesmann that buys a minority stake, if the underlying businesses are fundamentally uncompetitive. The question is not who, but when.

Barriers

The tragedy is that the readiness of the banks to continue pumping in money in the past has raised the expectations of the workforce to an unrealistically high level, just as past British Governments led workers to believe that inefficient steel, car or shipbuilding industries were entitled, as of right, to a life support system.

There is, in the 1980s, a genuine question about the ability of West Germany and other European economies to carve out new areas of international comparative advantage, in the face of the technological challenge from the United States, Japan and elsewhere.

Pouring large sums of money into companies such as AEG and putting up barriers to efficiency-creating foreign investment is more likely to freeze factors of production into activities that have lost their comparative advantage than to preserve and create new jobs in the longer run. To date the West German Government has shown a commendable reluctance to be overgenerous, or to become too closely involved. It is the right and courageous course.

(Electrical and Plumbing Trades Union); Mr Tom Jackson (Union of Communication Workers); Mr Doug Grieve (Tobacco Workers' Union); Mr Clive Jenkins (Association of Scientific, Technical and Managerial Staffs); and Mr Geoffrey Drury (National and Local Government Officers' Association). The TUC secretariat was led by Mr Len Murray, TUC general secretary.

Aslef had made its own contacts with committee members before the meeting, was anxious to be given a way out of the strike and knew roughly the TUC's likely position.

Despite this, Aslef opened

negotiations with what it must have realised was hardly a serious proposal: that it would enter into new negotiations if BR pulled back the flexible rosters it had already introduced.

TUC leaders told Aslef firmly that they would have nothing to do with BR if that was Aslef's continued position, and that any proposals put to BR must centre on the acceptance of Decision No 77 of the Railway Staff National Tribunal, chaired by Lord McCarthy, which found in favour of BR and of flexible rostering.

After a recess, Aslef came back quickly and conceded this vital point. The discussion then centred on the

immediate problem of how to get Aslef out of a strike it clearly could not win.

Aslef wanted the rosters already posted to be pulled back in return for accepting the McCarthy decision.

The TUC, while it had not been directly in contact with BR, knew from the Advisory, Conciliation and Arbitration Service (Acas) that BR was prepared to meet it.

So, early on Saturday morning, the unprecedented sight of a cavalcade of cars, with Mr Murray leading, swept away from Congress House to the Westminster offices of Acas.

There the TUC found BR in a completely uncompromising mood. BR, scathing vi-

tory, refused to pull back the 71 rosters currently in force.

Eventually, though, it gave a little in order to provide Aslef with a limited means of saving face.

The proposal to operate rosters at another 34 depots from this morning was withdrawn. The 71 rosters were treated as provisional, and a six-day timetable agreed for the completion of negotiations.

The TUC privately acknowledged this is small beer. But it was clearly a huge effort simply to get that.

Finally, the TUC team returned to Congress House, and put the position starkly before Aslef. There were suggestions yesterday that there

Men & Matters

Lots in a name

If anyone sees himself or herself as the Freddie Laker of tomorrow now is the time to pop up with an open chequebook. Skytrain, the name that Laker made synonymous with low-cost air travel, is for sale to the highest bidder.

Christopher Morris of liquidators Touche Ross, busy winding up the affairs of Lake Airways since the business crashed in February, regards Skytrain as such an unusual and potentially valuable asset that he has turned the business of selling it over to Kit Nuttall of Technology and Innovations Exchange, London. Nuttall is an expert in marketing inventions and patents. He sees Skytrain as an "intellectual property" which could be worth up to £250,000—"although that is a guess."

Freddie Laker coined the name with cunning inventiveness—the concept of a train in the sky—and made it the spearhead of his bargain flying. While Laker has gone out of business Skytrain being bought by a non-airline company to be kept in cold storage until travel prospects brighten sufficiently for a new-style Skytrain service to be launched.

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44th perhaps?

The City of London will shortly have a new Town Clerk. Geoffrey Rowley, currently the deputy, is expected to succeed Stanley Clayton. It will be a popular promotion in the City.

Rowley will hold the oldest surviving local government post. The City thinks that he will be its 44th Town Clerk in 800 years, but not even the City Corporation is absolutely sure.

The City Town Clerk's job can be tough at times. Rowley, in addition to being a conventional chief executive, will have to be one of the principal guardians of the City's special interests, not all of which naturally coincide with the interests of local government at large these days when money is tight everywhere, while it remains the City's special stock-in-trade.

On top of that, the City's unabated passion for preserving its independence and its independence is always a popular target for free-thinking critics.

Rowley joined the corporation by

Money talks

British companies worried about being short on profits and consequently undervalued by a hard-hearted stock market might pay closer attention to their own Confederation of British Industry.

Sir Terence Beckett, the CBI's director-general, is pursuing the profit motive in fine style. He is capitalising upon industry's present need for love, care and advice, by building the CBI conference department in the Centre Point headquarters in London into a highly profitable concern.

In

FINANCIAL TIMES SURVEY

Monday, July 19 1982

Netherlands BANKING, FINANCE AND INVESTMENT

So long as the recovery comes soon the gently-deflating cushion of past profit on which the banks are resting can once again be filled with fresh air. Meanwhile the banks and financial sector generally reflect the relatively parlous state of the economy

Looking overseas for development

By WALTER ELLIS, Amsterdam Correspondent

LAST YEAR at about this time Dutch financiers and businessmen were looking ahead, a trifle self-consciously, to the economic recovery. Today they have put such foolishness behind them and are getting on with the job in hand.

It is rough enough for everyone, but when all is said and done the Netherlands remains a cosy and contented place in which to live and no one doubts that when the upturn does at long last arrive, the Dutch, if not in the driving seat, will at least be helping work the indicators.

It has been said before and it remains true so long as the number employed is substantially greater than the total out of work there may be social problems but the economy keeps ticking over. In Holland, there are at present some 3m people out of work—10 per cent of the labour force—and 45m in jobs. The result is that the unions are less demanding, there are fewer strikes and those companies, the great majority, which do survive will tend to be slimmer and fitter when the time comes to step up production.

So it is that the Amsterdam banking community manages to view with something approaching equanimity the ever-lengthening recession. They do not like it; they fear its heavy hand. They tend not to believe, however, that it is they who will be hit, and of course, with very few exceptions, they are right. Banks have reserves. They may have to dig into them, as at present, but that is what they are for, and so long as the recovery comes round with-

in the next year or two the gently deflating cushion of past profit on which the banks are resting can once again be filled with fresh air. Industry's bellows will be the better oiled and ready for the task.

No prizes, though, for perceiving that this is not the attitude of those made redundant or who are unable to find work after 12 years or more of full-time education. Nor is it the way in which the picture is seen by those thousands of small businessmen whose dreams of becoming big were shattered by the hands of the official receiver.

The unemployed in the Netherlands not only wait months or an eternity, of waiting for work, they also have to contend with a growing political consensus that unemployment benefits should be cut and those affected forced to try harder to find a job. Struggling businessmen have to accept that bankruptcies are at their highest level since records began.

For some, then, it is "bleak

"House"—for others "Vanity Fair." It is in this context that Dutch ministers, bankers, portfolio managers, stockbrokers and market analysts live and work and draw their conclusions. What are they telling us?

The Government is led by Mr. Dries van Agt, at all Dutch governments are these days. Mr. Van Agt is leader of the Christian Democrat Party, a large, right-of-centre body. Since 1978 he has presided over a centre-right government of Christian Democrats and Liberals, a centre-left coalition of Christian Democrats, Labour Party and Democrats '66 and the present "rump" administration of Christian Democrats and D'66, which holds office until the general election of September 8.

After the election it is expected that he will form his fourth government, either with the right-wing Liberals alone or with the Liberals and D'66. Only an unexpected left-wing revival or an equally astounding collapse of his own party could prevent him carrying on.

Mr. Van Agt is a stern fellow who believes completely in the need for large-scale public spending cuts. The Liberals agree, and D'66—at present a weak and febrile grouping of well-fed dissidents—appears to as well. Even the Labour Party sees some merit in cuts, while demanding job creation at the same time.

The result of this hard-line drift into Thatcherism is that a programme of major spending cuts is almost inevitable for the rest of this year and 1983. Mr. Van Agt has proposed reductions for the period totalling F11.6bn, and he has just received strong backing for his approach—and encouragement to go further—from a state commission on industry headed by Mr. Gerrit Wagner, a former president of Shell.

The aim is to bring central and local government budget deficits below the current high level of 8.75 per cent of national income, and the extent of the problem can be judged by remarks this month by Mr. Willem Duisenberg, the president of the central bank, that the state will have to borrow F130bn this year alone if it is to meet its existing commitments.

Debt provisions

The banks, meanwhile, reflect the relatively parlous state of the economy in their own results. Last year, only Algemene Bank Nederland (ABN) of the big four banks boosted its profits, by 10.5 per cent, and 52 per cent of these earnings came from business transacted abroad.

Amsterdam-Rotterdam Bank (Amro) saw a drop of 5 per cent, Rabobank 1 per cent and Nederlandse Middenstandsbank (NMB) a whopping 19 per cent. All of the banks have had to increase their provision

for debt allocations substantially, and Dr. Andre Batenberg, the chairman of ABN, said recently that there were signs more was being used up than was being paid in.

Each of the big banks, as well as several of the smaller and the main merchant banks, sees overseas business as the key to development, and all are looking to be main banker to Dutch companies abroad and foreign companies in Holland. ABN has always been important outside the country, but Amro is following swiftly behind and both NMB and Rabo are launching new foreign ventures practically all the time.

Margins are tight overseas, and the competition is fierce, but the potential is there and Dutch banks seem determined to increase their market share wherever they trade. At home, interest rates are down, mortgages are still high and only savings are holding up as private customers prepare for the rainy day that may be just around the corner. Domestic investment, especially

in industry, is still seen as risky, and the rising trend of bankruptcies—as many as 8,500 registered companies could go bust this year—is doing nothing to change that view.

Banks are now described as a sound long-term investment (when were they anything else?), with their earnings outlook dominated by loan-loss provisions and improvement in interest margins. However, in view of the depressed mortgage and property market, mortgage banks are expected to continue to make losses.

In the insurance sector, life assurance business has fallen and there is increased competition in the non-life area, but Nationale Nederlanden and Amev, it is said, could still turn in a handsome profit due to higher investment income.

Amsterdam's centuries-old bourse continues to suffer from the general world drift away from equities, and there have been no new issues for some years. Other, larger stock exchanges are too near and too important to enable the home-grown variety to do much more than tick over.

The grandly-named European Options Exchange actually got out of the red in its last financial year, but it, too, has been a low-key affair and the prospects for 1983 are only marginally more exciting. Both institutions work and have a real role to play. Neither seems set to live up to its full potential.

In terms of trade, the companies which provide much of the business of the Dutch exchanges have been doing rather well. True, a growing number of small ventures have been forced into liquidation, with all the misery that entails. Against that, however, many others have fought stoutly against the recession, and the



Mr. Van Agt, Prime Minister: stern approach to major spending cuts



Mr. Gerrit Wagner, head of a state commission on industry: strong backing

Dutch balance of trade in the first quarter of this year was

tial that the cost of Dutch exports will be down to previous levels within as little as three months. All the while, imports from many countries are growing cheaper.

The surplus was F16bn, and even allowing for an improvement in the sales of natural gas this is F14.8bn up on the first three months of 1981.

The

central bank and the Ministry of Finance both believe that the strategy of tying the guilder closely to the D-mark is paying dividends, and they say that even the recent devaluations within the European monetary system of the French franc, the Belgian franc and the lire will in the medium term have little impact on Holland's competitive position.

The financial community acquiesces entirely and is doing its best to help by plundering foreign markets. No doubt the result will be a prosperous Holland, but the price for some will be high.

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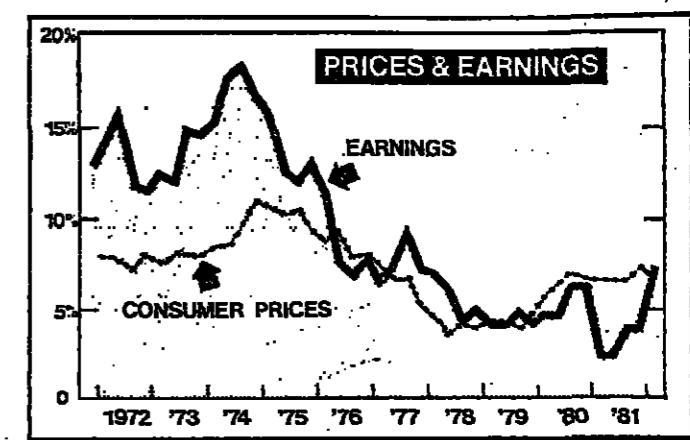
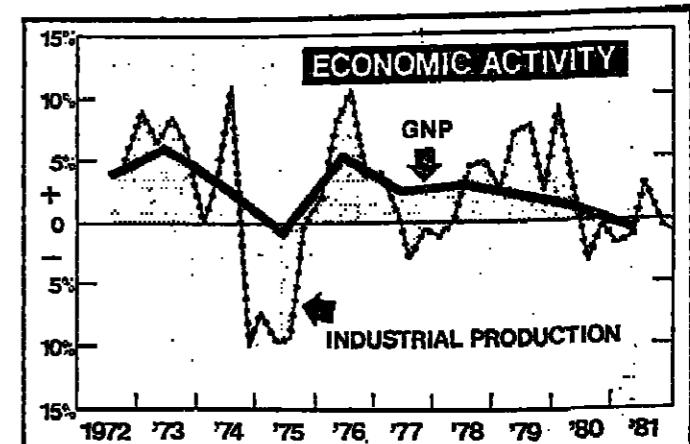
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NETHERLANDS BANKING AND FINANCE III

*The foreign exchange dealing room of the Amro Bank in Amsterdam*

If the guilder is a satellite, it is moving in a high orbit and gazing down at most competitors. Walter Ellis reports

Why the link with the D-Mark is proving vital

The Guilder

TYING THEIR currency to the Deutsche Mark would for many people seem an act of madness, not unlike self-flagellation. For the Dutch, however, the experiment has been a considerable success, and the D-Mark and the guilder now move through the European Monetary System (EMS) in tandem, with the West German leader steering the course but with its Dutch partner following every twist and turn of the way.

The French, it will be recalled, have tried for several years to keep the franc up with the D-Mark, and the fumbling of their recent EMS devaluation is evidence of the need for economic performance to match monetary ideology. In the

Hague and Amsterdam, bankers and officials are almost scornful of the French failure. "Why did they try to run before they could walk?" the Dutch wanted to know.

Of course, like many comparisons, that between the guilder and the franc is easy to make but less easy to justify. Holland is a small country which has prospered greatly from its membership of the European Community — to which it sees itself as the gateway—as well as from its membership of Benelux and its proximity to the heartland of German industry.

The Netherlands has an open economy, some 5 per cent of its gross domestic product being traded abroad. But of its trade, no less than 30 per cent is with West Germany and 20 per cent with Belgium. So that if it is a matter of necessity as well

as conviction that it should keep its currency broadly in line with those of its neighbours.

The German link, in particular, is vital. Bonn and the Bundesbank have run a tight ship in the last few years, and the result is a resurgence of the Federal economy and of West German demand for high quality goods.

Valuable roll

Holland sees itself as fulfilling a valuable role in this context and believes rightly that an equation of currencies does wonders for stable trade relations.

Last month's devaluation of the Belgian franc was something of a bitter pill for the Dutch. Even so, the economies of the two countries had been out of line for years, and for Holland the important thing

here is that competitiveness should be restored as quickly as possible.

According to the central bank and the finance ministry, the task of maintaining competitiveness is much less daunting than might appear. Wage moderation and job-shedding in Dutch industry have meant that productivity has begun to pick up strongly once more after a longish period in the doldrums.

As Holland already has a high reputation for reliability and finish, the opportunities for an expansion of exports are clearly there, strong-guilder or no. The fact of a robust currency means, in any case, that raw materials and semi-finished goods are cheaper than before, thus further helping to make good the exports premium.

Finally it is pointed out that, after the EMS realignment, only 40 per cent of exports are

now differently priced. For the rest, it is reckoned, by the ministry, that 3 per cent to 3.5 per cent of the fall in competitiveness will be won back within a year, leaving an overall appreciation of less than 2 per cent.

With its relatively low inflation rate (6 per cent and steady) and a strong guilder, the Netherlands is making real progress towards industrial recovery. The vitality of the economy as a whole remains delicate because it was obliged to give certain economic undertakings as the price for a devaluation.

The country's budget deficit is, of course, heavy, comprising no less than 9.75 per cent of gross national income. In the long run, this could work against desired exchange rates, in the short-term, however, sales of natural gas, although

flagging, should help to keep the guilder up to the mark.

Exchange rate policy is a matter on which the Dutch hold strong views, and they do not relish being told by Paris that, in effect, the guilder has been revalued against the franc because of the latter's fall within the EMS. The Mitterrand Government maintains, it is said in The Hague, that because it was obliged to give certain economic undertakings as the price for a devaluation.

the central bank is hoping,

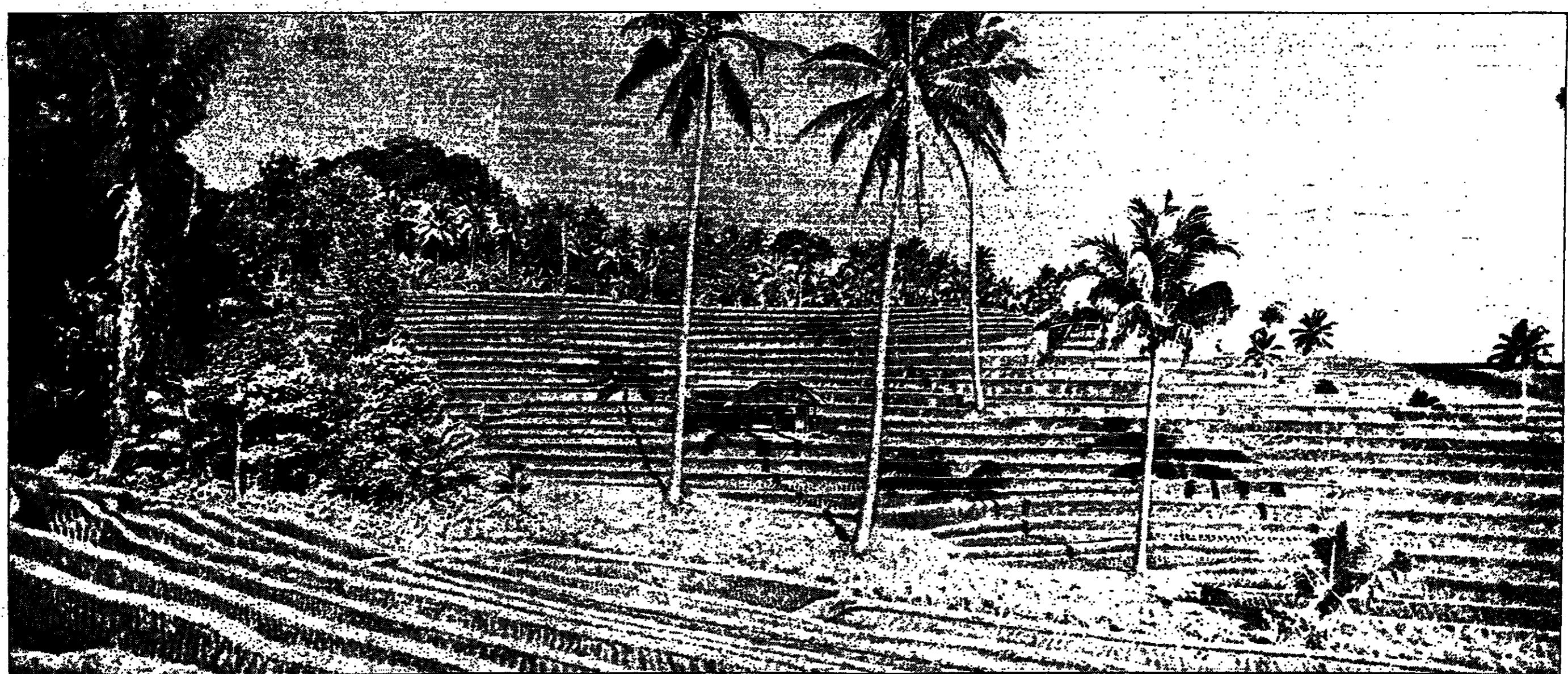
however, that U.S. interest rates will fall and that the Dutch can profit from the resulting opening-up of markets, even if the advantage would be greater for the West Germans, with their healthy budget.

The central bank's monetary policy seeks to achieve exchange rate stability in relation to the other currencies of the EMS, especially the D-Mark, by influencing money market rates, preferably without intervening in the currency markets. The guilder is thus highly sensitive to movements of the D-Mark, particularly in relation to the dollar, and to the reaction of the central bank to those movements.

According to a recent paper by the economics department of

Pierson, Heldring and Pierson, the Dutch merchant bank, the guilder is now to a considerable extent a satellite currency of the D-Mark. When the Bundesbank began to pursue a different interest rates policy to the Americans late last year, the Dutch followed suit, and the differential between their two interest rates and that of the U.S. rose from 1 per cent to 2 per cent in November 1981 to 6 per cent to 7 per cent this April.

This has caused the D-Mark and its captive, the guilder, to weaken sharply against the dollar—a development which Pierson feels is unlikely to be reversed unless there is a further sharp upwards movement in the U.S. "prime" rate. If the guilder is a satellite, it is at least moving in a high orbit and gazing down at most of its competitors. That is no bad way for it to be. The next problem is to do something about that budget deficit.



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NETHERLANDS BANKING AND FINANCE IV

Walter Ellis on the relationship with the commercial banks

Supervision over four key areas

Central bank

HOLLAND'S CENTRAL BANK, under the benign but orthodox guidance of Mr Willem Duisenberg, a former socialist finance minister, seems to have few enemies at present. The disquiet which arose a few years ago over an increase in the central bank's control of the commercial banking sector has effectively died down, and a state of relaxed harmony has been restored.

Senior representatives of the big banks speak almost glowingly of the central institution, and no one even dares suggest that Mr Duisenberg's policies might be in any sense influenced by his life-long

membership of the Labour Party. On the contrary, the blustery Friesian is seen to be straight as a die in fiscal terms and to be a worthy successor to the much-revered Dr Jelle Zijlstra, a former head of the Bank for International Settlements, who retired from this Amsterdam job at the end of last year.

Credit control

At the end of last year, however, the central bank suspended credit control, and there is no sign this year that it will be reimposed. The clearers and others must still report back to the central bank on the state of their liquidity, but it is a monetary process only with no present hint of restriction. What it could do if lending began to get out of control would be to set a percentage ceiling on total domestic credit expansion by the institutional lenders, less the growth in certain long-term liabilities.

Insofar as the bank does have direct monetary powers it is in the area of credit control. The

Prudential supervision aims

at the sound business conduct of the banks in four key areas: liquidity, solvency, the admission of new credit institutions and structural policy.

• **Liquidity:** credit institutions are required to hold liquid assets against certain sums owed to customers.

• **Solvency:** the equity of a credit institution must be sufficient to meet risks inherent in the operation of the business. The banks must have an equity at least covering a set percentage of certain investments.

• **Admission of new credit institutions:** a permit will be granted only if three requirements are met — minimum equity, adequate day-to-day management and the publication of annual accounts.

• **Structural policy:** the consent

of the central bank is required before any reduction in equity, for the acquisition of participation in other ventures, for the takeover of liabilities and assets of other enterprises or institutions and for mergers.

Applications for membership of the Dutch credit clubs are dealt with by the central bank and by the Ministry of Finance. The bank evaluates new institutions on the basis of "conflict with sound banking practice" (concentration of power) and "considerations of public interest" (is it a good risk?). Successful applicants are then further vetted by the ministry.

The central bank is concerned to prevent an interlocking of banking and insurance, and in consequence does not permit new participations of banks in the equity of insurance companies of more than 5 per cent. Insurance companies may invest up to a level of 15 per cent of the equity of banks, but no more than 5 per cent of the stock may be voted.

If the above makes the Dutch central bank sound rather a cold fish, the personality and views of its president should do something to restore a human perspective.

In an interview earlier this month with the Amsterdam liberal daily, Het Parool, Mr Duisenberg spoke briefly of his socialist convictions. He denied first that he was a socialist banker, describing himself instead as a central bank president who happened to be a member of the Labour Party. He welcomed what he perceived to be a new sense of realism by

Mr Willem Duisenberg, president of the central bank; he is a socialist but an orthodox—ever right-wing—banker whose top priority is the revival of the Dutch economy. Right: the central bank in Amsterdam

the Labour Party over economic affairs—but still detected a fatal inability to concentrate on earning before spending.

For himself, he said, he was an orthodoxy even a right-wing banker, who saw as his first priority the revival of the Dutch economy through the restoration of investment. Only when the money had been earned could thought be given to its distribution, and only then would he begin to think as a member of the Labour Party.

Mr Duisenberg noted that the state this year would borrow some Fl 30bn (\$10.9bn) and that despite promised cuts in public spending of as much as Fl 12bn over the next 18 months, something had to be

done to get the economy back on the rails.

One problem area was the state's repayments of its loans. Repayments made on loans of previous years, which were then borrowed back, now amounted to 10 per cent of the total budget deficit; it is now 9.75 per cent of national income.

In an effort to redeem the situation, the state had begun to lend out money on increasingly attractive terms, with shorter maturities and higher interest rates. This only stored up payments difficulties, and new and old loans were now falling due at the same time, fundamentally altering the pattern of debt.

The 10 per cent margin of debt over deficit was rising to more like 30 or 40 per cent. He argued, however, that it would be better to act now to prevent our grandchildren from starving than to refuse to accept a slight cut in existing social security benefits. "If our social services dropped in Denmark—another enlightened country—would that really be so indecent?" he said.

After five years' wrangling, proposals for Postbank's establishment have been issued

High Street banks worried by potential threat

Postbank

HOLLAND'S state-owned Post bank, which will aim to provide a wide range of banking facilities through the national Post Office network should, barring accidents, begin operations on January 1, 1984. After five years of ideological wrangling and prevarication, proposals for the bank's establishment were published this month and were expected to be debated in Parliament before the end of the year.

The Postbank, first put forward in 1977 by the then Labour Party Finance Minister, Mr Willem Duisenberg, now Governor of the central bank, has been opposed from the start by the commercial banks, which see it as a potential threat backed up by the resources of the state. Only Rabobank, the federation of Dutch agricultural banks and co-operatives, has a good word to say for the project and then only because it has come to see it as inevitable, requiring practical observations rather than abuse.

Privately, it should perhaps be said, not all bankers are

against the concept of a Postbank. What they reject absolutely—as was made clear in a statement after publication of the intended legislation—is the proposal that it should enjoy taxation at a rate of 36 per cent while they suffer 48 per cent and that its corporate lending should be state guaranteed.

They are also concerned that the staff will remain civil servants, enjoying inflation-proof pensions and virtual job security, and feel that they are being asked to cope with a new source of competition at a time when they are relatively weak and in no position to take on aggressive state marketing.

A rival

That is the private view. Publicly, bankers are stern in their disapproval. They hope that their interests will be best served this way, with an accommodation following detailed negotiations.

The Postbank, under the presidency of Mr Cornelis Schotman, hopes to become a fully-fledged rival to the commercial banks, but stresses that while its shares are to be 100 per cent owned by the state it will not be given special advantages.

The commercial banks have argued consistently that the Postbank should not have a privileged tax status and that its staff, as civil servants, should not be required to work non-banking hours. They seem particularly concerned about the effects of a new institution, with hundreds of branches—the post offices open on Saturday mornings. Their fears, on this score at least, could well prove justified since, according to Mr Schotman, it is hoped that the number of post offices opening on Saturdays will now increase from around 300 to more than 500.

The new proposal is in almost complete accord with draft legislation drawn up in 1977 by Mr Duisenberg, which fell victim to the arrival of a Centre-Right administration under the Christian Democrat leader Mr Dries van Agt. Plans for the Postbank were revived under the next van Agt cabinet, in which the Labour Party was involved, and have been maintained under the present Agt administration despite the fact that the Socialists walked out of the Cabinet in mid-May, causing elections to be called for September 8 next.

No major political problems are seen for the early progress of the Parliamentary Bill, which is expected to be debated later in the year. But a shift to the Right in September could delay its progress into law.

Under the proposed terms the money services of the Dutch postal Giro system and those of the existing state savings bank will be removed from the control of the Department of Posts and Telecommunications and given to the new Postbank.

The fact that the new bank—a limited liability company—will be able to lend money to industry is likely to mean that a number of companies benefiting from its help will use its

tions, it would be a force to be reckoned with. Some 280,000 transfers each day are made between the banks and the Post Office system at present, and although the machinery operates efficiently enough within each unit, the interface between them has been described by one leading banker as "nearly medieval". An improvement in the manually-operated transfer system would certainly be welcomed by industry and the public at large. The high street banks, however, are anxious that this should not be at their expense.

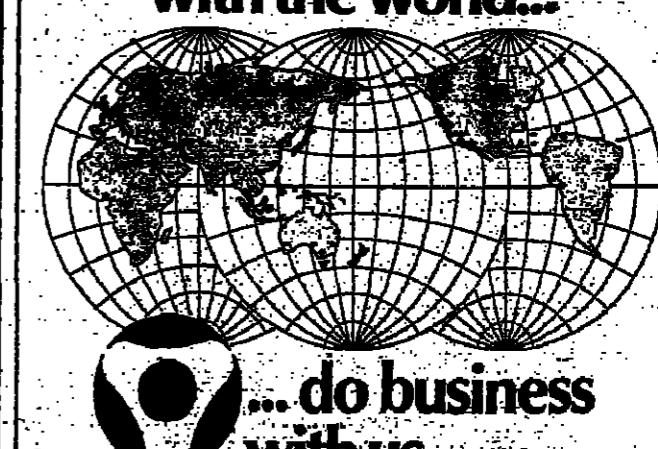
Shilly-shallying

Some indications of the delinquency of the whole problem can be gauged from the political shilly-shallying which has accompanied the drafting of the necessary parliamentary Bill. Earlier this month, the basic plan was ready for adoption by the interim Cabinet and it was revealed that a first airing in parliament was imminent.

First, though, the Finance Minister, Mr Fons Van Der Stee, fell ill and the Prime Minister said that he was too busy preparing for a trip to Egypt. Delay followed delay. It was generally felt that the Bill itself was not endangered, merely that the Government was a little lacking in enthusiasm. The state of the parties after the autumn elections should now determine once and for all what the time table is and how soon real progress will begin towards the 1984 proposed starting date.

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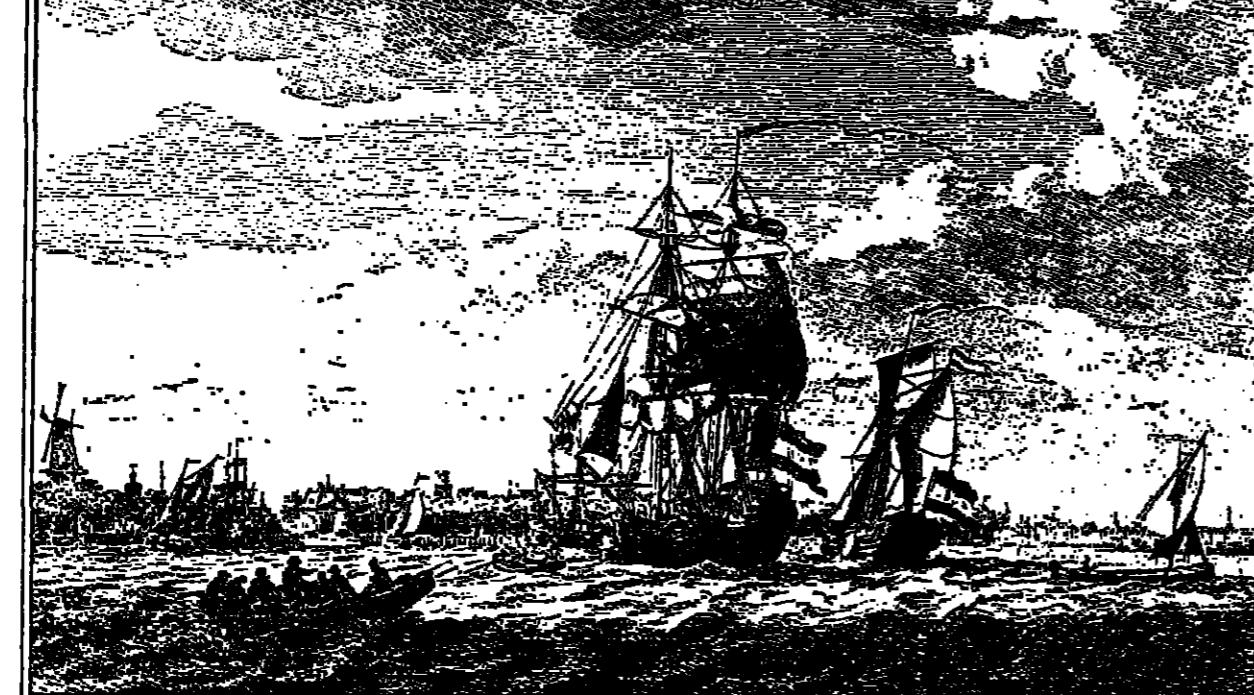
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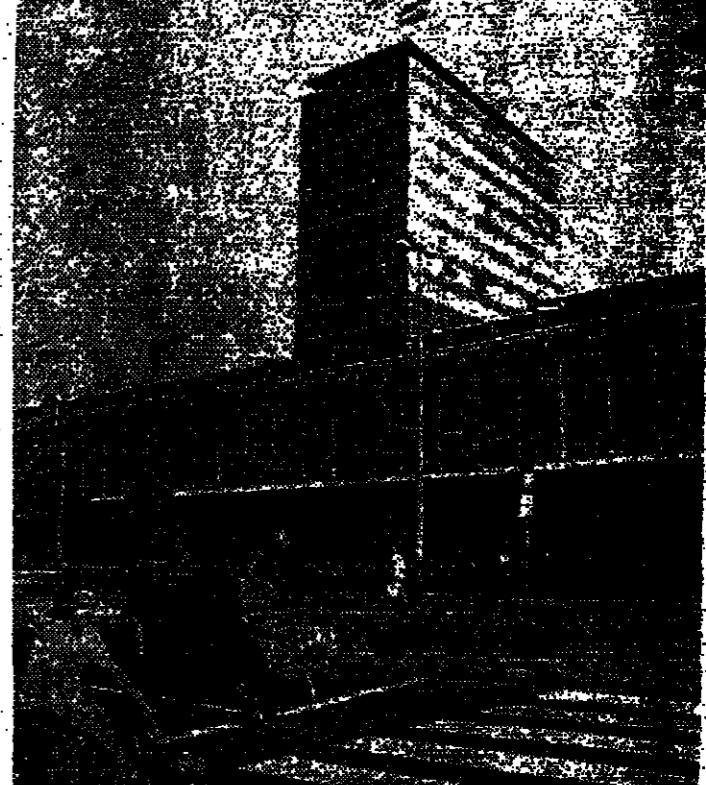
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NETHERLANDS BANKING AND FINANCE V

Walter Ellis discusses the troubled sector

A cruel price to pay for specialisation

Mortgage banks

THE SUDDEN intervention this month by the Dutch central bank in the chaotic affairs of Tilburgsche Hypotheekbank, Holland's fourth largest mortgage bank, has again highlighted the crisis created in the mortgage bank sector by the lasting slump in property prices.

Central bank action was made necessary by the refusal of several major pension funds to rescue Tilburgsche from imminent collapse. Normally, the major financial institutions really stood one another in times of distress, but on this occasion several key funds were unwilling to risk getting their fingers burned, even on an errand of mercy, and those smaller institutions, which were anxious to prevent bankruptcy proceedings, were insufficient to act on their own.

The central bank intervened in the affairs of Tilburgsche under legislation enacted three years ago granting it supervisory powers over mortgage banks. The legislation guarantees debts to a maximum of Fl 25,000 per creditor but excludes responsibility for debentures. Tilburgsche's publicly issued debentures at the end of 1981 totalled Fl 283.3m.

In the climate of uncertainty which followed Tilburgsche's retreat into receivership, Westland-Utrecht reminded investors that WUH was 20 times as large as Tilburgsche and enjoyed a long-established solidity. Despite its own earlier troubles, WUH was continuing to issue debentures as usual.

Tilburgsche's plight, however—which may yet result in closure—is only the most stark of the many sorry tales surrounding mortgage business in the Netherlands today.

Without a rising property market, mortgage institutions are severely limited in their capacity for growth, and this is very much the case in Holland. Moreover when bankruptcies are at record levels and unemployment rises to more than 10 per cent of the labour force, troubles have ceased to come in

In 1977, Holland's specialised mortgage banks held 29 per cent of new mortgages in a fast-growing market. In 1980, the figure had come down to 20 per cent, and last year they held only 14 per cent. At the end of the first quarter of this year, 9 per cent was all they had left of new business, and there is little hope of real improvement.

Calamitous

To illustrate the calamitous nature of the change, consider the following Financial Times report on Westland-Utrecht from July 1978, covering the 1977 results. "Westland-Utrecht took 8 per cent of the Fl 42bn market for new mortgages last year. Its mortgage portfolio rose to Fl 5bn from Fl 5.5bn the year before, and profits were 52 per cent up at Fl 46.4m. The housing sector accounts for 65 per cent of WUH's portfolio, but it has been expanding its

project development activity in recent years and has ambitions plans to increase its operations throughout Europe." The FT that year also spoke of the optimism of Friesch-Groningsche, the second-largest mortgage bank, and referred to the "strong expansion" of Tilburgsche.

Times have not so much changed, they have completely revised their molecular structure. Tales of growth and of overseas expansion today would seem like intrusion into private grief, and what we are witnessing in the mortgage business in Holland is a cortege of undertakers waiting for the corpse.

Whether or not there can be a revival in the longer-term depends very much on the ability of the mortgage banks to

WESTLAND-UTRECHT

	Net profit	Provisions
	Fl (m)	
1976	30.5	8.5
1977	46.4	12.8
1978	61.9	16
1979	55.7	11
1980	26.5	23
1981	122.7	220
All		

Loss.

With the U.S. prime rate remaining high and with the Netherlands' rate depending in part on the results of American manoeuvres, there is little chance that the Dutch ordinary mortgage cost will come down again much this year. Accordingly, new mortgage business is likely to remain sluggish while the big retail banks seem to set to pick up the bulk of any increased volume of saving.

One ray of hope: in the first quarter of this year, a number of potential house purchasers clearly felt that rates were going to come down further and suspended their requests for loans. Since then, many will have come to realise that the situation is going to improve later rather than sooner, and those who are determined on a new home will have had to complete their applications. Figures for the second quarter may thus show some slight improvement.

In the first quarter of this year, WUH made an operating profit of Fl 3.8m, which compares with Fl 8.5m during the same period in 1981. But this was entirely swallowed up by the need to transfer cash into provision for debt, and the final result was a loss of Fl 9.2m. Some 400 mortgages were issued by the bank between January and March this year, to a value of Fl 53m, against a 1981 12-month total of 2,500 and a value of Fl 327m.

As has already been observed, the fault lies not with Westland-Utrecht but with the state of the market, and this in turn depends on the national and, ultimately, the world economy. Thus, WUH could be forgiven for saying that the world is against it. It is though, fighting back and looks ahead cautiously to an improvement this year.

Last year, share prices in the company fell by Fl 152; this year a drop of only Fl 30 has been suggested, and in these straitened times any slowing down in the rate of decline is held to be an encouraging sign.

If this survey of the state of mortgage banks in the Netherlands has seemed entirely negative it is because the banks involved have gone down with the rest during the property recession while the retail sector has merely caught a chill. This is the price paid for being dependent on one market, and now that their vulnerability has been so cruelly exposed we can perhaps expect changes in the future.

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Increasing competition is making life tougher, says Michael van Os

Seeking to stop the decline

Savings banks

LIKE THE OTHER banks, the Dutch savings banks are also going through turbulent times. Competition is increasing, partly as a result of new institutions having appeared on the market and partly as a result of economic conditions.

In the Netherlands there are four main groups of savings banks. They are the Rabobank, accounting for 41 per cent of total Dutch saving deposits, the commercial banks (23 per cent), the savings banks (17 per cent) and the state Postgiro/RPS (14 per cent). Total deposits amounted to Fl 127bn at the end of last year.

The figures make clear that life has been tough for the traditional Dutch savings banks whose market share has dwindled over the years since the commercial banks discovered the private clients in the sixties. This sector of the banking industry has been characterised by a continuing process of rationalisation.

In 1970, for example, 150 savings banks were part of the Dutch Savings Banks Association. Today the number is around 40. Mr H. Schiphorst, chairman of Centrumbank, the largest savings bank within the association—the association is celebrating its 75th anniversary this year—has strong views on the future of the savings banks. He feels that all remaining banks should be merged into one single bank within the next few years.

"That's the only way the continuously declining market share of the individual savings banks can be halted," he says. Mr Schiphorst does not believe the co-operative model is work-

Views differ

The strongly differing views on the future of the savings banks are among the many major problems the savings banks association in Amsterdam has to deal with. Mr Van Hoorn of the CVB is not pessimistic, however: "We have achieved economies of scale, we are highly automated and we offer clients an attractive retail banking package. In short, we're ready to meet any competition," he said.

In fact, a typical Dutch savings bank now offers deposit and savings account, savings deposits and certificates, mortgages, continuous credits, personal loans, home improvement loans, insurance, package holidays, foreign currencies and security transactions.

One factor the savings banks have to contend with is that the state Postgiro/RPS became an increasingly aggressive party in the retail markets the last few years. As it builds up to become a fully-fledged general

bank competition will be stepped up even further. There are also unexpected developments such as the emergence on the giral savings market of a new one-branch savings bank called Robeco. It is part of the Rotterdam-based Robeco group, which is Europe's biggest investment complex. It offered attractive savings possibilities and has caused headaches, notably at Postgiro/RPS and the Rabobank.

In fact, the Dutch finance minister, Mr Fons Van Der Stee, specifically prevented Postgiro/RPS from marketing a similarly attractive account because of the damaging impact it could have on the position of the savings banks which were not able to match Robeco.

Another threat looms ahead, while the savings banks enjoy

tax freedom when it comes to earnings from pure savings business—other business does carry the normal tax rate (48 per cent)—there are indications this situation may be coming to an end in several years time. Mr Schiphorst of the Centrumbank believes that continuing political uncertainty would probably cause a further delay in political decision-making on the tax move. But this does not mean that such a move, for which the savings banks competitors had been pressing for many years, has been put off indefinitely.

As a bank economist remarked: "The country's unique social security system is under pressure and real wages are on the decline. We've noticed that the Dutch have started doing once more what they were so good at in the past: saving an apple for a rainy day."



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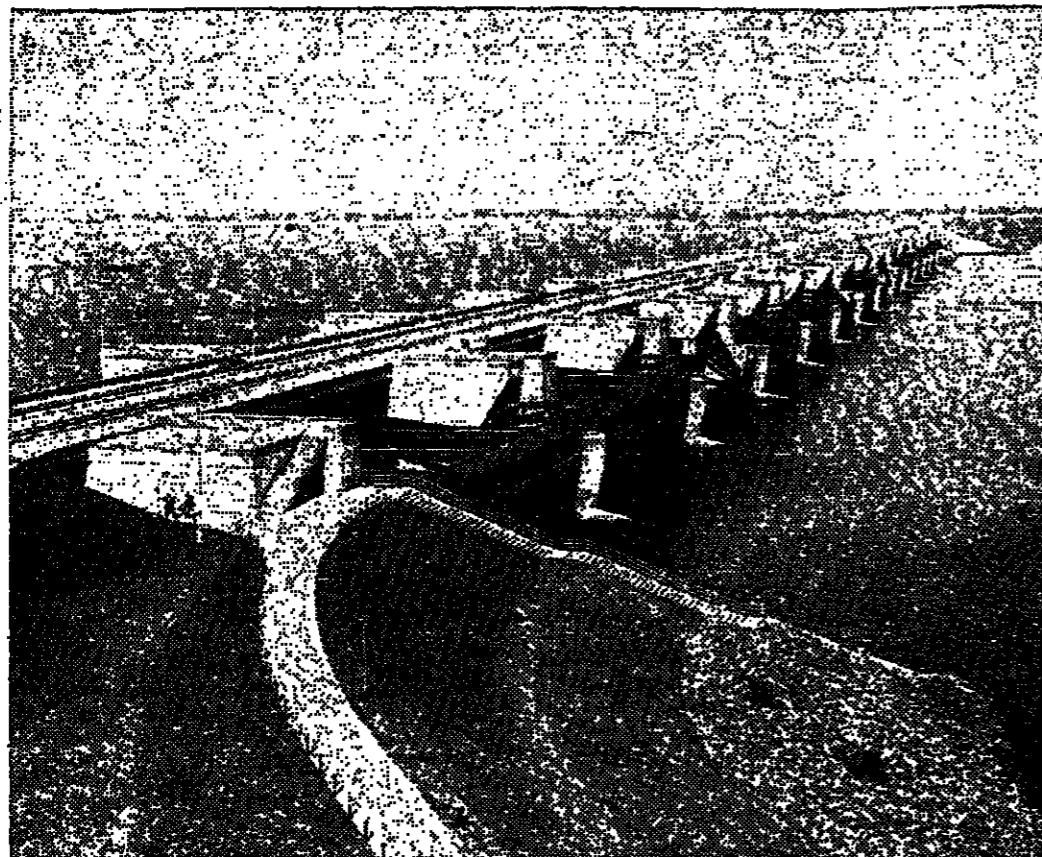
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NETHERLANDS BANKING AND FINANCE VI



The Damrak in the busy centre of Amsterdam where adverse conditions are being faced right across the property spectrum

Overall the domestic scene remains sluggish, says Jeffrey Brown

Office sector shows resilience

Property

"IN VIEW of the more attractive possibilities for property investment in other countries we have abstained from new investment in the Netherlands," So wrote the directors of one of Holland's biggest property groups in March of this year when explaining to shareholders a policy of allowing the company's domestic operations to run down.

Their pragmatic approach—Wereldhave, the company, saw the Dutch content of its property portfolio decline from 47 per cent to 38 per cent in 1981—at once crystallises the big problem for the Dutch property scene at the moment: a lack of excitement. It has a number of inherent strengths, and demand for prime situations has never diminished. The overall picture, however, is one of little or no movement, tainted with the occasional downside bias.

The office market remains marginally the most resilient,

dropped by 12 per cent last year and industrial production shrank, having grown during the previous decade at well over 2 per cent a year. The economic picture has brightened for 1982, but a real and sustained recovery still looks to be some way off.

In the meantime, the industrial and warehousing sectors are only protected from bottom place on the property charts by the continuing plight of the housing market. The market in residential property has been a black spot on the Dutch financial scene since 1979 and capital values are probably still lagging behind their levels of three years ago by more than one fifth.

Retail markets are never easy to extrapolate but the slackness of consumer spending in Holland is not making life any easier for the mainstream shops market. Having risen by more than a tenth per annum during the 1970s, average wages in Holland went up by just over 5 per cent in 1981 and growth this year has remained sluggish.

A common thread uniting the expressions of pain in all market sectors has been the financing

squeeze that property has had to bear. Earlier this year it began to look as though a great many prayers were about to be answered, when interest rates started to edge lower in line with the trend throughout the hard currency countries in Europe. Hopes in this direction, however, have suffered something of a reverse in recent weeks.

Fluid market

Within the Randstad, the area of greatest Dutch population density bounded by the cities of Amsterdam, Rotterdam, The Hague and Utrecht, there have been few fundamental changes this year. Utrecht, by virtue of its compactness, accessibility and communications advantages remains the most interesting and fluid market. For the best locations, office rents have been hitting new peaks for Holland.

Utrecht has become something of an insurance industry centre, and support from this largely recession-proof sector is one reason for the resilience of its property markets. Office rents have, at the very top end, exceeded F1 350 a square metre, and fast growth on a small base

has also helped to protect capital values. Utrecht boasts a major shopping centre and on one level—taking a fairly superficial and glossy view—the city seems to be sustaining the disciplines of the boom of the late 1970s.

At the other end of the size scale, Amsterdam is struggling to hold together the cracks appearing right across its property spectrum. There is a fair bit of office over-supply, and a number of sizeable developments in the pipeline suggest that the strains are not going to be eased in the immediate future. It is in Amsterdam that agents' fear of a decline in office rents are at their highest.

As a major port, Rotterdam suffers keenly from the bluntness of economic activity and doubts about rents, capital values and new investment trail right across its warehouse, storage and industrial background.

For obvious reasons, government and government spending intrude deeply into the property consciousness of the Hague and in this respect a considerable number of question marks have begun to find their way into agents' minds.

Growth in earnings expected to be more modest

Overseas business likely to move ahead

Insurance

THE OPENING this year of Amsterdam's new insurance exchange—hailed by some as a rival to Lloyd's of London—takes place against a flat trading background for the Dutch insurance industry. The big companies expect to keep profits moving ahead, but their earnings gains this year are likely to be modest. The growth of premiums is being hampered by economic recession and competition, and investment income has a lot to live up to in matching the returns of 1981.

The Dutch economy is probably in slightly better shape, with industrial production heading upwards again after last year's gentle decline. The major underwriting companies now have plenty of overseas business helping to ginger-up the dullness of the domestic market. On their non-life books Dutch insurers are still having to bail out large parts of manufacturing industry, and this year the contingency provisions are not getting any smaller.

The industry is also having to come to grips with a number of structural problems. Within Holland the insurance business is remarkably mature, and the bigger companies have just about exhausted their capacity for expansion. Dutch insurance premium income of around F1 7.7bn in 1981 represented something like 51 per cent of Gross National Product. This is right in line with a well-established European market such as the UK but it compares with little more than 5 per cent for West Germany and is considerably more advanced when compared with France.

In retrospect, it is not surprising that Nationale-Nederlanden, the biggest Dutch insurance company with about half of the local market for both life and non-life insurance, sparked off a wave of foreign expansion by

These may have brought comfort to the companies' portfolio investment managers, but they have flattened many hard-pressed consumer finance departments. Bad debts and slimmer margins have been reflected recently in a string of poor results.

Among the big three companies the most impressive profit performance last year came from Amey where net earnings rose by just under a fifth to F1 164m, allowing the dividend to be stepped up by 10 per cent. This year the company has continued to move ahead with overall net profits improving by 9 per cent for the first quarter of 1982 despite a severe setback on the non-life side, reversing the non-life gains of 1981.

Nationale-Nederlanden increased net profits by 11 per cent to F1 396m for 1981 and also pushed up the dividend. Overall underwriting profit rose by 2 per cent—masking a decline of an eighth on the non-life side—and investment income moved ahead. Domestic investment income rose by 14 per cent while the company's foreign portfolios increased their returns by 20 per cent, thanks partly to the strength of the dollar last year. At Ennia, net earnings improved by 15 per cent to F1 162m despite another sizeable provision for bad debts and the dividend was raised. Ennia has continued to improve this year with first quarter net profits managed to grow by more than 5 per cent.

Amsterdam's new insurance exchange—a F1 6m new trading floor on the edge of the city centre—resulted from the failure of plans to merge the existing Amsterdam and Rotterdam exchanges, which between them handle something like a quarter of Dutch premiums. It is hoped that the new building will eventually house its 35 member firms. Trading will take place over normal business hours—unlike the present Amsterdam exchange where business is conducted for a single hour, daily.

NETHERLANDS BANKING AND FINANCE VII

Jeffrey Brown examines the reasons why turnover rose 70 per cent in the first half this year

Making the most of investor freedom

Bonds

THE BOND BUSINESS is all about these days. As the dealers on the equity pitches slumber on, bond traders have been flooded with business, together with a record amount of new issues. For the first six months of this year, capital market turnover was a full 70 per cent up on the opening half of 1981.

Periodic bouts of turmoil in the world's financial markets explain the upsurge in activity. As interest rates swing wildly about at the hands of U.S. monetary policy, the Dutch for all their hard currency insulation have had no option but to ride with the market place. Since the central bank does not take positions—unlike the West German market—Amsterdam offers plenty of investor freedom and there have been endless opportunities this year for switching from one bond maturity to another.

Pattern of events

The activity charts graphically illustrate the pattern of events. Total volume up to June was Fl 27.2bn, against Fl 16.1bn in the same 1981 period. During the months of April and May dealing volume was considerably more than doubled while the figure for March—at Fl 6.9bn—was almost 24 times the monthly average for 1981.

The new issue background is dominated by the public sector with the government borrowing heavily to bridge the gap between revenue and expenditure. Taking in the latest state tender, where an 11 per cent coupon attracted Fl 1.8bn of investor funds, the Government has so far this year raised Fl 11.5bn of long-term money—compared to Fl 10.8bn for the whole of 1981, and Fl 7.4bn in 1980.

Government domination of the capital market is unlikely to change in the foreseeable

future despite promises of cuts in public sector spending. Government spending totalled 84 per cent of gross domestic product in 1981 and is forecast to rise to 94 per cent for 1983. In 1979 when the public sector appetite for new capital was already thought to be getting out of hand, the percentage stood at 51 per cent of gdp.

In the private sector the flow of new bonds issued has been less excessive. The banks have been less active this year, and the industrial bond market remains a dead duck. As in the UK, long-term fixed interest borrowing by manufacturing industry is being held firmly in check by weak profits and high coupon costs.

The Eurocapital market has remained active. New issues in 1981 were well up on the previous year, raising a total of \$31bn. The strength of the dollar in foreign exchange markets last year helped to inflate the dollar content which went up to 85 per cent of the total. European borrowers headed the new issue queue. Amsterdam's small and tightly controlled Euroguilder market continues to respond to investor interest.

Its new issue volume last year was around Fl 1bn.

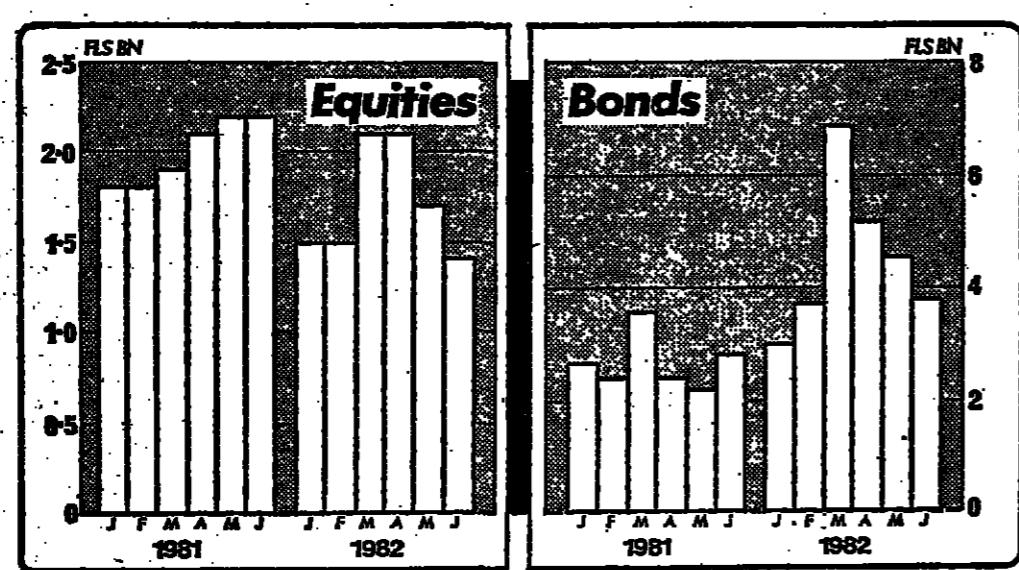
The pattern of trading in the private placement market has been mixed. Government activity was sharply up and foreign interest increased in 1981, but private sector borrowing was much less evident.

Having raised Fl 4.8bn in 1980, the state tapped the market in unlisted bonds for Fl 7.5bn last year.

Strong growth

The growth of Amsterdam's private placement market has been little short of explosive in recent years. The strict regulation of the public markets by the central bank—which maintains a new issue calendar and keeps borrowers in an orderly queue—is partly an explanation. In contrast, private placement money can be requested and received within the space of a working week if necessary, and with a lot less bureaucratic fuss.

The market in unlisted bonds has swollen to the point where it accounts for something like a third of the total net supply and demand of Dutch capital.



The number of shares listed declined by 40 per cent over the past decade

Sharp decline in dealings

Equities

INVESTORS have lost interest in share prices and the Amsterdam bourse is having to suffer along with everybody else. Its performance this year has been more resilient than most.

Capital International's world equity index fell by 15 per cent in the first six months of 1982 within which Europe as a whole shed 10 per cent. Amsterdam's mid-term showing was a decline of 8.8 per cent.

Still, this may not be of much comfort to the traders and market makers who have seen dealing volume decline sharply and margins on what little business there is shrink further. Turnover in Dutch equities totalled Fls 10.3bn in the six months to June, a drop of almost 15 per cent against the Fl 12bn notched-up during the opening half of 1981. Even more worrying is the fact that dealing volume in May and June declined by 28 per cent and 36 per cent respectively.

The bourse has forgotten the last time that it had the smell of a new issue, and to cap it all rights issues—usually a fairly reliable form of stock market profit—have this year entirely dried up. In 1981 something like Fl 370m of fresh capital was raised in rights issue form with a busy banking community responsible for Fl 300m of the total.

Part of the trouble is that much of the steam has leaked out of the Dutch corporate sector in recent years—at a time when high interest rates have proved irresistibly attractive to the vast majority of fund managers.

Given a high wage cost base, a strong exchange rate with the guilder linked to the D-mark, and fairly restrictive labour laws—these have tended to check industry's attempts to protect trading margins through a rapid contraction of workforce levels—manufacturing companies have had to face a severe squeeze on profits.

The economic background remains unsettled. Having slipped back in 1981 along with Gross National Product, industrial output should have begun to move ahead again this year and company profits are already showing signs of a tentative recovery, but the outlook for dividends is mixed and yields on share prices still compare unfavourably when set alongside the returns available in the

money markets. Where published, first quarter results from Dutch companies point towards a marginal improvement this year. Overall in 1982 company profits could grow by more than a tenth. However, export based groups are likely to benefit less this year from dollar appreciation following the strong boost received in 1981.

Economic uncertainties apart share prices still have to grapple with a number of structural problems. Over the past decade the share market has shrunk physically with the number of shares listed declining by something like 40 per cent. This has had the effect of reducing marketability and heightening the dominance of the handful of internationally traded shares.

Top ten

Ten companies account for more than 80 per cent of the total value of the bourse (see table, page 8). In the UK and France the major ten companies represent barely a quarter of their respective stock market capitalisations. In Holland three companies, Royal Dutch/Shell, Unilever and Phillips, account for almost two-thirds of the market: Royal Dutch alone makes up more than 45 per cent.

For the men who run the bourse all this has plainly signalled less prosperous times. Their business in bonds has been expanding and few stock exchange members have yet been forced out onto the street. But their equity business could plainly be a lot brisker. The banks make no bones about the fact that they lose money on equity analysis.

Moves aimed at countering the decline are now beginning to bear fruit, however. Trading hours have been expanded, the recent formation of a parallel market could soon lead to one or two new issues and the bourse's system of dealing direct in U.S. shares is now firmly established.

The decision to list directly a number of U.S. shares has in fact been the most successful of the authorities' moves to combat market shrinkage. The advantage of the new system is that it allows immediate comparison with share prices on Wall Street. Like the old certificate trading that it replaces, the new system operates in conjunction with Bankers Trust Company in New York.

J. B.

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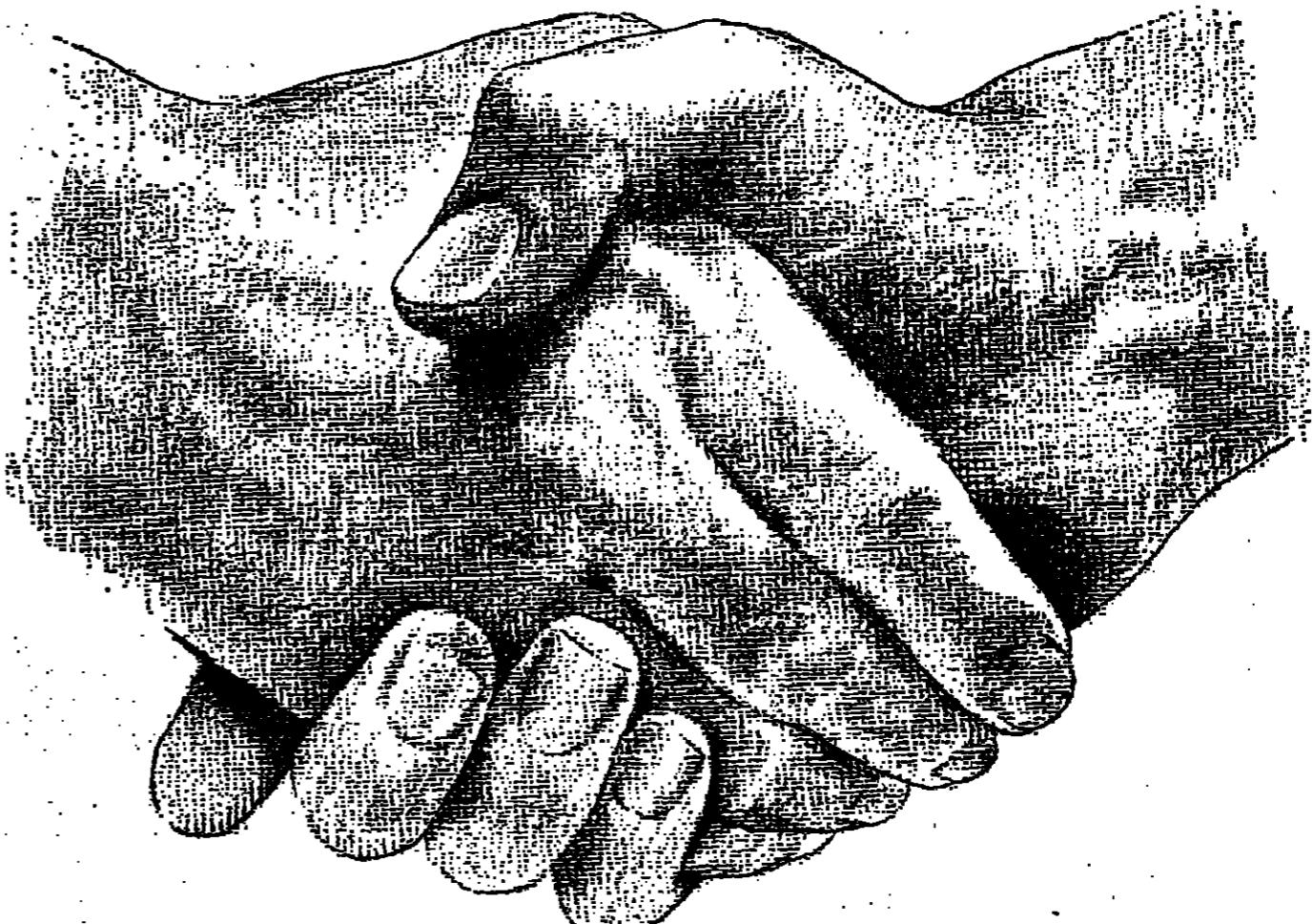
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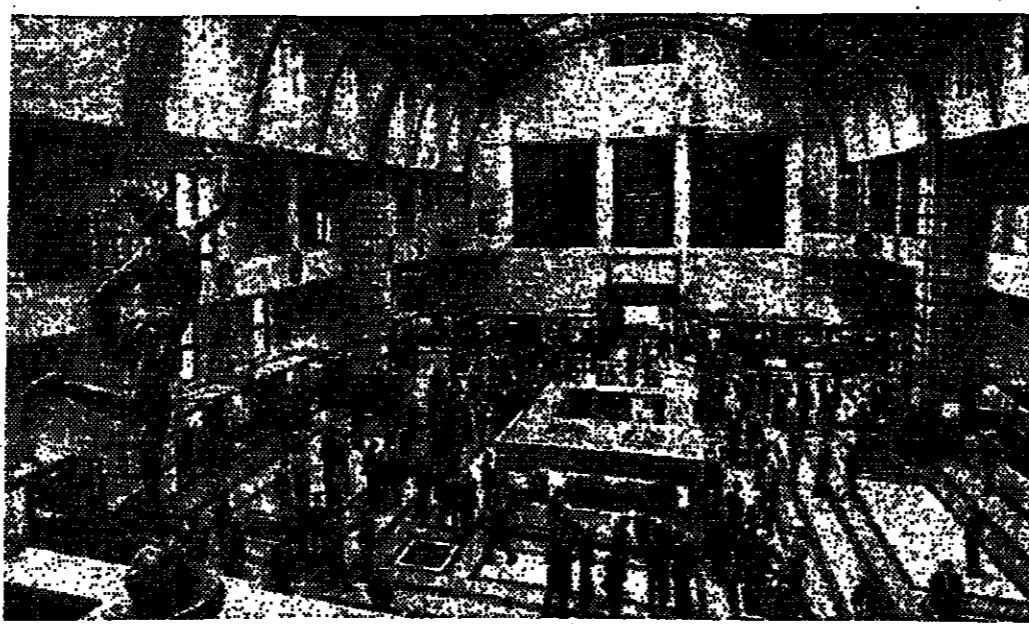
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NETHERLANDS BANKING AND FINANCE VIII



The floor of the Amsterdam Stock Exchange and (right) the gold corner of the European Options Exchange in Amsterdam

The regulation of this new business fits in with the authorities' policy of progressive reform, as Jeffrey Brown reports.

Small companies gain stepping stone

Parallel market

EARLIER THIS year the Dutch stock market added a new and potentially exciting string to its bow in the shape of an additional tier of share trading. Known as the parallel market, the new trading facility has absorbed the unofficial over-the-counter market which consisted of 12 small, mainly family-owned companies.

Since its inception in January, the parallel market has grown to 18 shares, two of which are apparently poised to jump into the big league and apply for a full listing on the Amsterdam stock exchange.

The new share market fits in with the policy of progressive reform pursued by the Amsterdam stock market authorities. The main aim of the parallel market is to provide a regulatory background for what hitherto was a wholly unofficial and mildly embarrassing sideline among a number of stock market dealing firms.

In return for resigning themselves to officialdom—albeit of a relatively relaxed and inexpensive kind—the participating companies are presented with a number of opportunities. The parallel market will make life

easier for small companies to raise capital—it has already successfully dispatched its first new issue—and provides a stepping stone to anyone bold enough to seek a full stock exchange listing.

Over-the-counter trading became established in direct response to the financial and fiscal needs of private Dutch companies dominated by family shareholders. It gave them ammunition with which to fend off over-enthusiastic asset valuations from the tax authorities, and it provided an outlet for the exchange of shares.

The new parallel market continues to supply these needs, but in greater depth. The official Amsterdam Stock Exchange Gazette publishes a price quotation on a daily basis together with details of the volume of any share deals. For family-owned companies information about dealing activity can be important: few things splinter family relationships quicker than unfounded rumours of cloak-and-dagger share transactions.

To comply with the new market regulations companies have to have a minimum nominal capital of Fl 2.5m, the same as for a full official listing. Unlike its more prestigious counterpart, the parallel market demands that listing requirements need not extend beyond

10 per cent of total capital. And even then companies like mortgage banks or consultants with intricate capital structures are treated flexibly. Unlike a full listing, no portion of capital need be freely available to the market.

However, companies listed on the parallel market are expected to provide a fair amount of financial information—something the old over-the-counter market never went in for. There are also fees. The Amsterdam stock exchange authorities take an initial handing fee of Fl 1,000 and charge an annual fee thereafter of Fl 2,000 for shares and Fl 500 for debt.

The disclosure regulations start with a prospectus. But the rules here are fairly relaxed. "The prospectus required for the parallel market can be of a much simpler de-

sign (than for the official market). It is sufficient that the last annual report be published along with an appendix containing the prospectus requirements. There are also less stringent requirements as to its distribution," says the stock exchange's guide to the new market.

Thereafter disclosure centres on half-yearly progress reports and a set of annual accounts. Half-year reports have to be made by the end of the third quarter of a given financial year. There is also a requirement concerning additional price sensitive information.

"Any interim development which one can assume would have a significant influence on the share price is to be issued immediately," the guide demands.

Trading in the new market takes place during normal

confidence in further rise in volume this year

Breakthrough into profit

Options exchange

AMSTERDAM'S traded options market, the European Options Exchange, has stepped down off its tightrope. The market makers, the banks, have been covering their dealing expenses for some time and the exchange itself is now making a profit—and starting to repay its parent company, the stock exchange, for the heavy subsidies provided during the early, loss-making years.

For the exchange the breakthrough into profit is of crucial financial importance. The task of spreading a new investment gospel is often thankless but when it costs money the process is always at the mercy of its detractors. As it is the difficult days are now over, so it seems. The exchange now regards itself as a firmly-established, working forum.

Helped by an impressive rise in the number of options traded, the EOE chalked up its first ever profit of Fls 26,000 (\$9,560) in 1981, and the early months of 1982 have continued the profit trend. The first quarter has already chipped in profits of some Fls 100,000 and contract volume in recent months has been running comfortably in excess of 5,000 daily.

The seasonally slack summer months have now arrived, but the exchange is talking confidently of a further expansion of volume later in the year, helped by the introduction of currency options.

Bullion

The exchange currently offers investors 25 options on Dutch, U.S., German and Belgian shares as well as five options for direct co-operation between the two centres within the framework of an options market. The interests of the Dutch banks are an obvious stumbling block. They make the market in Holland and their methods differ radically from those of the UK broking and jobbing community. However, the EOE is keen to work more closely with London and "would respond quickly to any signal."

Ambitious as ever, the EOE hopes by the end of the year to introduce a world first: trading in currency options. There is likely to be a tentative beginning but, ultimately, the exchange hopes to offer trading in U.S. and Canadian dollars, German marks, sterling and guilders.

For the moment though its main business consists of domestic share and bond options. Out of a total cash turnover of Fls 398m in 1981, Dutch

options accounted for Fls 351m with Philips, the electrical giant, far and away the most widely-traded option. Turnover in German equity options rose, but U.S. options fared badly with volume falling sharply on the back of mounting uncertainties on Wall Street.

Even so, there is quiet satisfaction in Amsterdam at the progress the exchange has made over the past four years. It almost founders at birth since the original plans for the formation of a joint market with London came to nothing, but the exchange soldiered on, and although it has never been the runaway, Chicago-style success its founders had hoped for it is at least proving itself viable.

Conservative

Yet a number of problems continue to block the path of smooth progress. European investment institutions tend to be conservative, un-schoolroom in the ways of option markets; there are technical difficulties to trading options in shares subject to varying regulations in their country of domicile; and the exchange has yet to reforge its links with London to the extent that UK-listed securities are included in its range of options.

Still, the uncertainty and volatility of the world's financial markets is likely to fuel demand by investors for the services of traded options. For its part, the EOE believes that a growing number of both institutional and private investors are coming to the conclusion that options can be used to limit potential losses in the value of the shares, bonds or whatever they represent. Certainly, high inflation is making investors much more demanding of short-term investment performance.

Although the London and Amsterdam stock market authorities maintain friendly links, not everybody sees scope for direct co-operation between the two centres within the framework of an options market. The interests of the Dutch banks are an obvious stumbling block. They make the market in Holland and their methods differ radically from those of the UK broking and jobbing community. However, the EOE is keen to work more closely with London and "would respond quickly to any signal."

Over the longer term the possibility of an expanding options market in London could pose an obvious threat to Amsterdam—as could the plans for a market in financial futures in London sometime in the autumn, but the Dutch are sanguine enough on this point. Time will tell, they say. For the moment the exchange is confident that its wide range of option services can continue to attract custom.

MARKE CAPITALISATION THE TOP TEN

	Total capitalisation (Bfl)	% of total
Royal Dutch Petrol	8,534 46.3	
Unilever	1,842 8.9	
Philips	1,705 7.7	
Algemeene Bank	855 4.1	
Nat.-Nederlanden	786 3.5	
Anre Bank	524 2.3	
Heineken	344 1.7	
Anev	340 1.5	
NMB	338 1.5	
Akzo	302 1.3	
Total	16,881 81.4	

management and exploration group, and Douwe Egberts, tea, coffee and tobacco company.

Douwe Egberts came under the umbrella of Consolidated Foods of the U.S. in 1977 when the founding family sold 65 per cent of its shares. Two years later they parcelled out a further 10 per cent to the Dutch insurance group, Nationale Nederlanden. In the spring of 1980, Douwe Egberts placed a small number of shares on the over-the-counter market in the parallel market on two companies—Holland Sea Search, a rig

and Speculation over imminent moves from the parallel market to a full stock exchange listing centre on two companies.

What was described at the time as a first step towards gaining a full stock market listing.

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Multitone Electronics' 120p tender offer

TODAY'S PROSPECTUS is published today for Multitone Electronics, manufacturer of communication and radio paging systems. The company is seeking a full stock exchange listing by way of an offer for sale by tender of 36,675,000 shares at a minimum price of 120p.

The offer represents 24.5 per cent of the enlarged capital of the company and is made up of 1,875 shares from existing shareholders and 1.8m new ordinary shares. At the minimum tender price, the company will be capitalised at £15m.

The tender will raise at least £1.77m, which the directors say will be used to further expand and develop the business. In the past five years, the company has

registered strong increases in both profits and turnover. In the year ended March 1978, pre-tax profits were £748,000 on turnover of £9m. By 1982, profits had more than doubled to £1.7m on turnover of £16.5m. The company is not making a profit forecast for this year though the directors indicate a 2.52p dividend.

The company is based in London, but has manufacturing facilities in the UK, Malaysia and Canada. Nearly 60 per cent of its turnover in the year ended last March was direct exports or sales by overseas subsidiaries.

Two of the directors are selling part of their holdings. After the offer, the directors will control 47.5 per cent of the equity and their adult children will hold a further 5.8 per cent. Finance For Industry (UK Finance) will

own a further 13.6 per cent of the enlarged capital.

Arbutnott Latham is advising the company and L. Messel are its stockbrokers. The application list is open on July 22.

• comment

Multitone is operating in a business it helped to pioneer but one which has since been overtaken by the giants in the electronics industry. Sleepers, or radio pagers, are ubiquitous throughout the U.S., for example, but most are made by Motorola. Multitone counters that it has specialised in on-site paging such as those in hospitals and business, and has left wide area paging to other companies. It

has not done badly in its niche—trading margins were around 12 per cent last year and sales have gone up by 70 per cent in four years. Most of its business is in Britain, but that could shift as markets broaden in the Far East and Europe. The company is not giving away much on plans for its new money, but with Phillips, AEG Telefunken and Motorola as competition in radio paging it is well-advised to press on with its work in other high tech communications systems. The fully taxed PE of 19.1 and the 3 per cent yield at the minimum tender price reflect the continued glamour of the electronics sector.

Bidders are advised to add a premium to their application perhaps as much as 10p a share.

First-half shortfall seen by Nova Knit

WHILE REORGANISATION measures taken will provide a broader base and a more efficient operation, there will be a temporary contraction of turnover at Nova (Jersey) Knit and therefore, lower profit in the six months to September 30, 1982.

Mr. Frederic Strasser, the chairman, warns in his annual

statement:

"However, the benefits of this reorganisation, which has now been completed, are already beginning to show through and barring unforeseen circumstances, he looks forward to a renewed upward trend in both turnover and profit during the second half of the year 1982."

As reported June 19, pre-tax profits for the year ended March 31, 1982, moved ahead from £16,000 to £16,000, up 10%, on turnover of £9.5m (£10.5m). The dividend for the year is being raised from 4.5p to 5.5p net, reflecting the board's confidence that the reorganisation will lay a foundation for greater growth in the future.

The group's activities are in the manufacture and sale of double jersey-knit fabric and the supply of technical services, including know-how and computer produced designs.

The year 1981-82 was

very heavy capital expenditure, amounting to £553,579 net of grants. This investment in new equipment was justified as a result of the policy decision to reorganise the business to make it more capital intensive to reduce its dependence on knitting and to expand into textiles other than knitted fabrics.

This necessitated some fundamental reorganisation of the existing operations to respond to changing conditions in the market place. The reorganisation included the consolidation of knitting into one location, instead of three, the use of new, more productive machines and the establishment of new dyeing and finishing techniques.

BOARD MEETINGS

The following companies have notified dates of board meetings to the Stock Exchange. Such meetings are usually held for the purpose of considering financial results, dividends and available as to whether the discussions are interim or final and the subdivisions shown below are based mainly on last year's timetable.

Interim—Alexanders Discount, Scan Data International, Final—C. H. Industries, Control Group, G. T. Initiatives, Kellies Rubber Estates, Rapacine, Slade Gorman, Stroud Riley Drummond.

FUTURE DATES

London and London Invest Trst, July 23; Morrisons Trust, July 23; Finals—Arlington Motor, July 23; Associated British Eng., July 23.

July 23

Companies and Markets

CREDITS

Summer storms upset the holiday mood

THE EUROCREDIT market showed every sign of settling down for the summer holidays last week, but this year it will take more than a good rest to lift the unusually sombre mood.

In Basle last week pessimistic central bankers estimated that at least \$200bn of international debt is of doubtful or potentially doubtful quality. This realisation, coinciding as it does with a number of missteps in the banking world, has left some nerves in the Eurocredit market rather frayed.

It is still far from clear whether this will lead to a slowdown in normal levels of activity once the holiday period is over. The summer months are always quiet in the Eurocredit business and this year is no exception.

But some borrowers who need money are still gearing up to hammer home their attacks on the market. Chile, for example, last week lifted its restrictions, discouraging its borrowers from taking up loans abroad with an average life of less than five and a half years.

Previously it had required borrowers to pay a minimum reserve requirement of up to 20 per cent on shorter-term borrowings which had acted as an effective block on this type of business, but banks are rather full up with medium-term Chilean paper and this change should open the door to new capital inflows.

Among current operations for Chile is a \$250m credit for the copper company Codeco and a \$80m co-financing loan with the Inter-American Development Bank being arranged through Long Term Credit Bank of Japan. This eight-year loan bears a margin of 1½ per cent over London interbank offered rates (libor) for four years rising to 1¾ thereafter or 1·1 per cent over U.S. prime rates.

Mexico has indicated that it will use a more diversified approach to the market following the disappointing response to its recent \$2·5bn jumbo Eurocredit. As well as tapping regional banking markets it plans to increase its exposure to export credits, bankers acceptances, leasing and bond issues, according to Sr Angel Gurria, a senior finance ministry official.

Sr Gurria said he was optimistic Mexico could meet its net borrowing needs of \$1bn this year, about \$6·5bn is

Peter Montagnon

INTERNATIONAL BONDS

Attempted recovery set aside

THE WORLD BANK is claiming a \$150m to \$200m Eurodollar bond issue involving a dollar/Swiss franc currency swap. As of Friday evening the mandate had not been awarded, but the World Bank is hoping to go ahead with the issue this week, market conditions permitting.

The idea is for the World Bank to launch a dollar bond and then take over the Swiss franc liabilities of a counter-party. The counterparty, which would prefer to take on dollar debt, would in turn pay the fixed-interest coupon of the World Bank dollar issue, saving the World Bank as much as 600 or 700 basis points.

The Swiss National Bank is believed to have given its assent to the transaction, which is modelled on previous swaps implemented by the World Bank. The two reasons why the issue had not materialised by the weekend were first that the World Bank, like everyone else, was watching to see what the latest U.S. M-1 money supply

Possibly because interest rates on sterling are currently lower than those on dollars, sterling is enjoying a bout of popularity as a vehicle for international capital market borrowings.

In Portugal Electricidade de Portugal has completed a \$50m, two-year acceptance facility with a commission of 1 per cent arranged through ERI and Banco Ultramarino. Elsewhere Bank of Nova Scotia is arranging a \$690m credit for U.S. Steel. This is a club deal, and Bank of Nova Scotia declined to give details on Friday.

Terms have now been fixed for the \$750m credit for New Zealand Refinery being arranged through Lloyds Bank, Morgan Guaranty, National Bank of New Zealand, and Bank of New Zealand.

The credit will bear a margin of 1 per cent for the first two years, rising to 1 per cent for the next eight with the possibility of a one-year extension. Repayments begin after a grace period of three to four years. The terms compare with a margin of 1 per cent for the first three years, rising to 1 for the next five and 1 per cent for the final four on the same borrower's previous credit in 1980. Both operations are to finance the country's only oil refinery at Marsden Point on the North Island.

Peter Montagnon

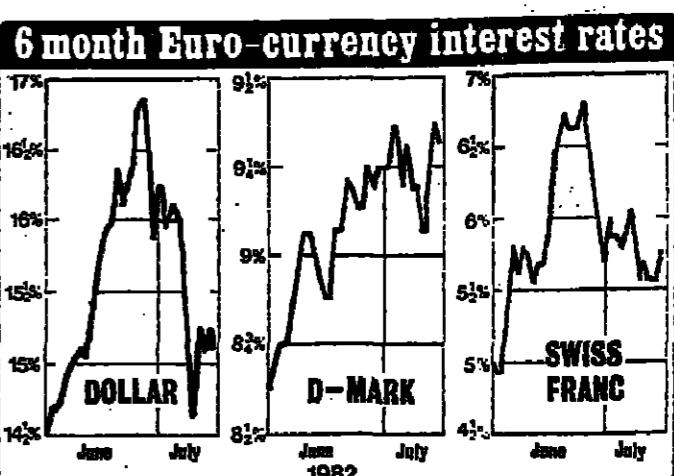
* Not yet priced. † Final terms. ** Placement. † Floating rate note. # Minimum. \$ Convertible. Note: Yields are calculated on AIBD basis.

Stadt Bankverein and Sumitomo Bank. Both carried 15½ per cent coupon at par and both entailed interest rate swaps under which a counter-party is brought in to take over the fixed-interest coupon while the bond issuer takes over a floating rate debt, thus paying a lower charge.

By Friday the Sumitomo issue was quoted at a discount of less than 1 per cent while Creditanstalt traded at 2 per cent discount.

In West Germany the City of Vienna kicked off the new four-week DM 1.375bn foreign bond calendar. The DM 100m Vienna bonds, through Bayerische Vereinsbank, traded at an initial discount of 2 per cent, reflecting the judgment of some bankers that its 9½ per cent coupon—the same as that assigned to a World Bank DM 200m issue—may have been aggressively priced.

After the Vienna issue was launched WestLB announced it was cutting the 9½ per cent



coupon on its DM 100m Caisse Nationale des Telecommunications issue to 9½ per cent as well.

Today sees a private DM 50m placement for Standard Chartered Bank of Johannesburg through Bayerische Hypotheken und Wechsel Bank. Tomorrow a DM 200m European Investment Bank bond is due through Deutsche Bank and on Wednesday a DM 75m private placement by Sperry Rand led by Berliner Handels-und Frankfurter Bank.

Other issues on the calendar include a DM 150m offer for the Asian Development Bank through Deutsche, a DM 100m bond, through Commerzbank, a DM 100m samurai bond—a samurai bond is an issue for foreign borrowers in the Japanese market. The issue has been postponed indefinitely as a result of the trouble caused when managers told Venezuela it would have to pay more than its preferred 8·5 per cent coupon and Venezuela declined to do so.

Alan Friedman

WEST GERMAN MONEY MARKETS

Interest rates back under the influence of Wall Street

SINCE EARLY May, when the Bundesbank abandoned its special Lombard rate for supplying money to its Lombard houses, short-term interest rates have suffered a quite sharp reaction which will have done nothing for bank profits. The Federal Government's latest bond offering, from the railroads, at the end of June, carried a 9½ per cent coupon, against the 8½ per cent attached to its predecessor—a Government issue—by a few weeks.

Several factors account for the setback which has resulted in the German credit markets once again falling heavily under

the influence of events across the Atlantic in Wall Street's money trading houses after a period when it seemed that the Federal Republic had succeeded in achieving a considerable "de-coupling" from U.S. rates.

One is that the fears of higher U.S. budget deficits and the higher U.S. interest rates which have followed have coincided with further evidence that the German Government's budget problems are proving just as intransigent as ever.

The immediate outlook too is

not very encouraging. The Federal Government is expected to raise about half its 1982 borrowing requirement of DM 34bn in the second half of this year, and that without much help, in all probability, from foreign investors who took up so much Government paper last year.

At the same time with German interest rates quite low by international standards and the D-Mark not looking a candidate for revaluation, foreign borrowers

are competing with German borrowers for funds. The latest foreign bond calendar features some DM 1.8bn of foreign issues in the coming month, and there of course there are foreign direct credits to add to that when considering the impact of credit outflows on the D-Mark.

There has also been an upward spurt in inflation, which, while it is not expected to last, has been worrying.

Dealers fear that these trends could result in German rates

Stewart Fleming

CURRENT INTERNATIONAL BOND ISSUES

Borrowers	Amount m.	Maturity	Av. life years	Coupon %	Price	Lead manager	Offer yield %						
U.S. DOLLARS													
EBC	200	1992	8.23	15½	99½	UBS Secs.	15.450						
Creditanstalt Bankverein	75	1990	8	15½	100	EBC, S.G. Warburg	15.500						
Mexico	150	1997	15	15½	100	Merrill Lynch	18.500						
American Medical Int'l	200	1997	15	0	14	Dean Witter Reynolds	14.000						
American Medical Int'l	250	2002	20	0	82½	Dean Witter Reynolds	13.250						
Sumitomo Finance Asia	50	1989	7	15½	100	NTN Toyo Seating**\$	50						
Ireland	50	1992	7	5½*	100	NYK Line	1987	—	6½	100	SBC	6.375	
Asian Dev. Bank	400	1992	10	0	25	Keihin Co.*\$	1987	—	6½	99½	CS	6.820	
CANADIAN DOLLARS	30	1987	5	7½	*	Bank of Tokyo, Bank of Ireland	1987	—	6½	100	Bank del Gottardo	6.375	
Canadian Utilities	30	1987	5	14½	100	Kubota**\$	1987	—	7½	100	SBC	6.615	
STERLING	30	1987	5	14½	100	Kubota**\$	1988	—	7½	100	SBC	7.375	
Tenneco	30	1987	5	14½	100	ECUs	1989	7	13½	*	Banque Indosuez, Kredietbank Int'l.	7.500	
						Credit Foncier de France	40	1989	7	13½	—	—	—
						Morgan Guaranty, S.G. Warburg	14.750	YEN Finland	20bn	1992	10	8.5	99.35
												Nomura Secs.	8.600

All of these Securities have been sold. This announcement appears as a matter of record only.

U.S. \$200,000,000**The Bank of Nova Scotia****Floating Rate Debentures Due July 1994**

MORGAN STANLEY INTERNATIONAL

ARAB BANKING CORPORATION (ABC)

CREDIT SUISSE FIRST BOSTON LIMITED

GULF INTERNATIONAL BANK B.S.C.

MANUFACTURERS HANOVER LIMITED

NIPPON CREDIT INTERNATIONAL (HK) LTD.

SANWA BANK (UNDERWRITERS) LIMITED

SUMITOMO FINANCE INTERNATIONAL

BANQUE NATIONALE DE PARIS

DEUTSCHE BANK AKTIENGESELLSCHAFT

IEI INTERNATIONAL LIMITED

MITSUBISHI BANK (EUROPE) S.A.

SALOMON BROTHERS INTERNATIONAL

SAUDI INTERNATIONAL BANK

DOMINION SECURITIES AMES LIMITED

This announcement appears as a matter of record only.

Gaz Métropolitain
 Gaz Métropolitain, inc.
 [Incorporated in the Province de Québec]

Can \$20,000,000

17% Debentures due October 15, 1990

Issue Price 99½%

Wood Gundy Limited

Amro International Limited

Banque Internationale à Luxembourg S.A. Caisse de dépôt et placement du Québec

CIBC Limited

Kredietbank International Group

Société Générale de Banque S.A.

Algemene Bank Nederland N.V. Arab Asian Bank e.c. Bank Gutzwiler, Kurz, Bungener (Overseas) Limited

Bank Heusser & Ge A.G. Bank Leu International Ltd. Bank Mees & Hope NV Bankhaus Hermann Lampe Kommanditgesellschaft

Banque Ippa S.A. Banque Nationale de Paris Banque Worms Bayerische Hypotheken- und Wechsel-Bank Aktiengesellschaft

Caisse des Dépôts et Consignations Compagnie de Banque et d'Investissements, CBI Continental Illinois Limited

Crédit Communal de Belgique S.A. Crédit Général SA de Banque Crédit Industriel d'Alsace et de Lorraine S.A.

Credit Suisse First Boston Daiwa Europe Deutsche Genossenschaftsbank DG Bank Dominion Securities Ames Limited

Groupement des Banquiers Privés Genevois S.A. Handelsbank N.W. (Overseas) Hessische Landesbank Girozentrale

Kredietbank S.A. Luxembourgeoise McLeod Young Weir International Mitsubishi Bank (Europe) S.A.

Nestle, Thomson Norddeutsche Landesbank Sal Oppenheim jr. & Cie. Österreichische Länderbank

Pierson, Heldring & Pierson N.V. Rea Brothers PLC Sanwa Bank (Underwriters) Limited

Skandinaviska Enskilda Banken Vereins- und Westbank S.G. Warburg & Co. Ltd. Westfalenbank Aktiengesellschaft

July 1982

U.S. BONDS

Wall Street braced for Mr Volcker's new guidelines

A STRONG SENSE of anticipation should pervade Wall Street when it gets back to work today.

In the closing hours of trading last week a combination of good money supply figures (relatively speaking) and speculation about a more lenient posture at the Federal Reserve pushed interest rates down, creating a brighter outlook.

The markets are also eagerly awaiting tomorrow's appearance before a Congressional committee of Mr Paul Volcker, the Fed chairman, to testify on monetary policy at what is obviously an important juncture.

The Fed's position could do with a bit of clarification because the markets have probably advanced as far as they can now without some overt

With the Fed funds rate at 12½ per cent, the "traditional spread" between the two rates has dwindled to almost nothing (it has been as wide as 5 per cent). For technical reasons alone, the Fed would have to cut the discount rate to give the banks an incentive to come to its "discount window". Politically, some analysts speculated that the Fed might want to cut its rate to set up nicely for Congress as one of them said. As it is, Mr Volcker is likely to get a roasting when he appears tomorrow because of the persistence of high interest rates. But cutting the discount rate is precisely the kind of highly visible signal the Fed may not yet be prepared to give for fear of creating the wrong impression.

Apart from providing a useful insight into the Fed's reading of the current U.S. economic picture, Mr Volcker's testimony will lay out the Fed's money supply growth targets for the rest of this year and tentative ones for next year as well. The consensus on Wall Street is against anything dramatic. But Mr Volcker may raise the M1 growth targets a bit to accommodate savers' growing preference for keeping spare cash in bank savings accounts (which fall into M1) as they usually do in a recession.

Also bullish for the market is mounting evidence that the U.S. economy is not, after all, pulling out of recession. The latest retail sales and industrial production figures out last week were down, having shown gains earlier this year.

The better tone in the markets brought out a few buyers last week, though the pace of new issues continues at a very subdued rate. General Motors Acceptance Corp sold \$200m of one-year notes which can be extended by holders for up to eight years with yields adjusted yearly. The starting yield was 14 per cent.

Major issuers down for this week — again with extendable notes — include Caterpillar Tractor and Dupont, which has \$1bn "on the shelf" to restructure the huge debt it incurred buying Conoco last year.

David Lascelles

Chrysler expected to unroll second-quarter surplus

BY DAN McCOSH IN DETROIT

CHRYSLER is expected to announce today that it made a profit in the second quarter of this year, for only the second time since it hit a financial crisis four years ago. But welcome though a spot of black ink may be, it is hardening auto union attitudes towards the company.

Mr Douglas Fraser, president of United Auto Workers, has said that Chrysler cannot expect the same wage concessions that were granted to Ford and General Motors when bargaining on a new three-year wage contract covering 84,000 Chrysler employees begins

tomorrow. Mr Fraser's stance was not unexpected, despite a series of agreements that have rolled back certain wages and benefits in industries where labour is represented by the UAW.

Chrysler's returning financial strength and earlier pay concessions granted the company when it applied for government assistance on the verge of bankruptcy, were cited by the union president as reasons for the union seeking gains in wages and benefits now.

"It would only take a slight improvement in the economy for Chrysler to be profitable

for the entire year," said Mr Fraser, who sits on Chrysler's board of directors.

Chrysler's agreement with the UAW expires on September 14. It is the only U.S. motor company still negotiating a labour agreement. Earlier this year, the UAW reopened contracts at GM and Ford reaching two-year agreements that exchanged concessions in benefit and anticipated wage increases for improvements in job security and layoff benefits.

Recently, employees at American Motors Corporation agreed to defer some 10 per cent of contracted wages in

exchange for an interest-bearing loan to finance new products.

Chrysler's separate negotiation is a break with past practice in the U.S. motor industry, since the three largest companies normally conduct simultaneous contract negotiations every three years, with the UAW setting a so-called "pattern agreement."

Labour costs at Chrysler already are considered to be lower than at GM or Ford. Earlier concessions which included a pay freeze and deferred payments to the federal government in the form of \$1.2bn in government-backed loans.

It declared a first-quarter

profit of \$143m, but that resulted from the \$335m gained from the sale of Chrysler Defence to General Dynamics Corp. However, Harold A. Sporkin, president of Chrysler North America Administrative Operations, predicts an operating profit for the entire year of more than \$100m.

In achieving its turnaround, Chrysler has closed 20 plants out of 33 and reduced fixed costs by around \$250m over the past three years. It reduced its workforce from about 100,000 in 1977 to 50,000 working today (about 34,000 are currently laid off).

In achieving its turnaround,

Kaiser Cement profits reverse

BY TERRY SYLAND IN NEW YORK

KAISER CEMENT, the seventh largest U.S. cement producer whose profits have been falling for the past two years, reports a further sharp setback to earnings for the second quarter of 1982.

Net profits have tumbled by almost half to \$2.99m, or 38 cents a share, and would have been even lower but for a \$497,000 credit arising from a change in interest cost accounting. The 1981 second quarter produced \$5.78m of net profit, or 77 cents a share.

Shipments of cement in the

quarter tumbled by 5 per cent for a drop of 13 per cent for the six months. Mr W. Ousterman, the chairman, described the deterioration in demand as unprecedented and said that volume would probably show a decline for 1982.

For the six months, net earnings emerge at \$9.15m, against \$9.14m. But the half-year outcome is heavily influenced by disposals credits, including \$4.7m from the sale in January of an interest in the Kaiser Centre office com-

plex in Oakland, California. Including credits six month profits per share stood at \$1.19. In 1981 the annual return was \$2.89 a share, compared to \$5.54 two years earlier. Hong Kong interests control almost 10 per cent of the company.

Mr Ousterman said that average manufacturing costs per tonne had been held to 1981 levels, despite a sharp rise in the cost of electric power. This reflected Kaiser's programme of plant modernisation, and conversion to coal burning.

Karstadt sees recovery

BY BRENDAN KEENAN IN DUBLIN

KARSTADT, West Germany's largest retailer, reports improved profitability over the first six months of 1982.

Sales have fallen, the annual meeting was told, but costs were being reduced and the rate of loss-making property subsidiary, Neckermann Eigenheim, was helping to restore profit margins.

Karstadt said, however, that the continuing decline in consumer activity had caused the department store group's sales to slip by 10.5 per cent in the half-year.

Irish link for Paribas

BY BRENDAN KEENAN IN DUBLIN

IRISH industrial group Smurfit is to join forces with Compagnie Financiere de Paris et des Pays-Bas (Paribas), to establish a merchant bank in Dublin. In November, Smurfit

will hold 60 per cent of the shares and be entitled to 10 per cent of profits and dividends.

The new bank will concentrate on corporate finance, leasing and export finance and will not be involved in retail banking. It will have paid up capital of £12m (\$1.45m).

Several major international banks are represented in Dublin and the merchant banking sector was highly profitable during most of the 1970s. However, most of the other foreign banks operate in their own right or in partnership with existing Irish banks.

Top posts at Dow Chemical

• DOW CHEMICAL COMPANY has elected Mr Robert W. Lundeau as chairman. He succeeds Mr Earle B. Barnes who retired. Mr Lundeau has been executive vice-president since 1978. Mr William N. Lipscomb Jr has been elected a director and Mr H. W. Henry a vice-president.

Mr Robert L. Dostal, director of DOW CHEMICAL U.S.A. health and environmental services, has been appointed general manager of the western division for August 1. He succeeds Mr Paul M. Pankratz who has been named vice-president and director operations for Dow Chemical U.S.A. in Midland.

• Mr Sam Y. Cross, Mr Ronald B. Gray and Mr Peter D. Stern-

light have been promoted to executive vice presidents of the FEDERAL RESERVE BANK OF NEW YORK. All had been senior vice presidents. Mr Cross also has been manager for foreign operations, and Mr Sternlight manager for domestic operations of the Federal Reserve System's open market account. They continue in these positions. Mr Gray continues in charge of the bank supervision area.

• Mr J. E. (Jess) McColloch has been named president of SCHRODER ENERGY ASSOCIATES, INC., a subsidiary of Schroder Incorporated formed recently to provide investment and financial advisory services to oil and gas industry investors and operators. Mr McColloch was president of Tatham Corporation and its wholly-owned subsidiary, Tatham Oil and Gas. Mr McColloch serves as a director of the Independent Producers Association of America.

• Mr J. A. Lyatt, executive vice president and chief financial officer, has been elected corporate secretary of MOBIL CORPORATION, MOBIL OIL CORPORATION and affiliated companies. She was

elected assistant secretary in 1980 and was appointed manager of the secretary's department in January.

• Mr Orville L. Freeman, former U.S. Secretary of Agriculture under the Kennedy and Johnson administrations, has agreed to serve as chairman of the TIME-DAREY INTERNATIONAL PLANT RESEARCH INSTITUTE joint venture company. The new joint venture company will develop, design and in some cases manage and market products of agro-industrial projects in the five Asian countries.

• Mr Michael J. Schmidtmayr has become chairman of TEXASGULF INC. on the retirement of Mr Richard D. Mallon. Mr Mallon, who had been chairman and chief executive officer since February 1981, will remain a director. Dr Gino P. Ghast, president and chief operating officer, has been elected chief executive officer. Mr Schmidtmayr, chairman, is a senior vice-president of Societe Nationale Elf Aquitaine, the

parent company of Texagulf, and also chairman of the board and chief executive officer of Elf Aquitaine Inc.

• HOOVER COMPANY'S president and chief executive officer, Mr Fred L. Tabacchi, will retire on August 31. Mr Merlin R. Rawson will replace Mr Tabacchi as president, while retaining his post as board chairman. Mr Joseph E. Cuttella and Mr Robert J. Eisesser have been appointed executive vice-presidents, jointly replacing Mr Tabacchi as chief executive officer. Mr Cuttella and Mr Eisesser are both senior vice-presidents.

• LANDMARK OIL AND GAS, Denver, has elected Mr D. Lex Dolton as president to succeed Mr Robert Olmsted, who resigned. Mr Dolton was president of Concord Royalty Co. Reuters say no further details were given.

• The U.S. Bankruptcy Court has approved ITEL CORP's change in management and confirmed Mr Herbert Kuzel as

chairman, chief executive and president. He succeeds Mr James H. Malone who will continue as an adviser and consultant to Ital, which has been operating under chapter 11 of the bankruptcy code since January 1981.

• Mr Paul Lyett, former chairman and chief executive officer of Sperry Corp., has been elected to the board of RUSSELL REYNOLDS ASSOCIATES, INC., an international executive recruiting firm.

• CONSORTIUM COMMUNICATIONS INTERNATIONAL INC. has named Mr Markies R. Valente, former president and chief operating officer of RCA, as chairman and chief executive officer, and Mr Yannick Elkins, a former executive of IBM, as president and chief operating officer.

• CALIGONIAN HOTEL MANAGEMENT, with headquarters in Palma de Mallorca, has appointed Mr Christopher Bassett as vice-president legal services.

This advertisement complies with the requirements of the Council of The Stock Exchange.

U.S. \$175,000,000

(U.S. \$150,000,000 to be issued as an initial tranche)

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The Bonds, issued at 100 per cent, have been admitted to the Official List by the Council of The Stock Exchange, subject only to the issue of the temporary global Bonds. Interest will be payable annually in arrears on 21st July, beginning 21st July, 1983.

Full particulars of the Bonds are available in the Exetel Statistical Service and may be obtained during usual business hours on any weekday (Saturdays and public holidays excepted) up to and including 2nd August, 1982 from the brokers to the issue:

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19th July, 1982

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Copies of this Offer for Sale, being attached thereto, the documents specified herein, have been delivered to the Registrar of Companies in accordance with the requirements of the Council of The Stock Exchange for the purpose of giving information which is to be made available to Multitone Electronics PLC, the Company and its subsidiary (together "the Group"). The Directors of the Company ("the Directors") have taken all reasonable care to make all material facts known to them so as to ensure that the information contained therein is not misleading.

In the appropriate context "Multitone" is used to refer either to the Company or to the Group.

The Application List for the Ordinary Shares now offered for sale will open at 10 a.m. on Thursday, 22nd July 1982 and may be closed at any time thereafter.

Joy, 1982

multitone electronics plc

(Registered in England under the Companies Act 1929 - No. 256314)

Offer for Sale by Tender

by
Arbuthnot Latham & Co., Limited

of 3,675,000 Ordinary Shares of 25p each at a minimum price of 120p per share
the price tendered being payable in full on application

The shares now offered for sale rank in full for all dividends hereafter declared or paid on the Ordinary Shares of the Company.

SHARE CAPITAL		ISSUED OR NOW BEING ISSUED FULLY PAID		SUMMARY OF INFORMATION										
Authorised	in Ordinary Shares of 25p each			The information set out below should be read in conjunction with the full text of the Offer for Sale										
INDEBTEDNESS														
At the close of business on 30th June, 1982 the Group had outstanding (a) secured borrowings comprising an overdraft of £290,340, (b) unsecured borrowings comprising bank overdrafts, advances and acceptance credits of £1,157,083 and (c) hire purchase commitments of £9,100. The Group had at that date cash balances at bank of £320,534. Save as aforesaid, and apart from inter-company transactions and guarantees, the Group did not have at that date any loan capital, including term loans, outstanding or created but unissued, or any mortgages, charges, or other borrowings or indebtedness in the nature of borrowing, including bank overdrafts and liabilities under acceptances (other than normal trade bills), or acceptance credits, hire purchase commitments or, except in the ordinary course of business, guarantees or other material contingent liabilities.														
DIRECTORS														
Alexander Polakoff, O.B.E. (President) Ian Herman Karten, B.Sc. (Eng.) (Chairman and Chief Executive) John Michael Spiers, M.A. (Camab.) (Group Managing Director) William Charles Croft Richard Beverley Marshall, B.Sc. Doris Schuler, F.B.I.M. Peter Tanner Jonathan Harley Wicksteed, F.C.A. all of 12 Underwood Street, London N1 7JT														
Secretary and Registered Office Doris Schuler, F.B.I.M. 12 Underwood Street, London N1 7JT														
Issuing House Arbuthnot Latham & Co., Limited, Northgate House, 20 Moorgate, London EC2R 6HH														
Auditors and Reporting Accountants Arthur Andersen & Co., Chartered Accountants, 1 Surrey Street, London WC2R 2PS														
Stockbrokers L. Messel & Co., Winchester House, 100 Old Broad Street, London EC2P 2HX														
Solicitors to the Company Stephenson Harwood, Saddlers Hall, Gutters Lane, London EC2V 6BS														
Solicitors to the Issue Norton Rose, Bottrell & Roche, Kempson House, Camomile Street, London EC3A 7AN														
Principal Bankers National Westminster Bank PLC, 21 Lombard Street, London EC3P 2AR and Barclays Bank PLC, 146 City Road, London EC1V 2NL														
Receiving Bankers National Westminster Bank PLC, New Issues Department, P.O. Box 79, Drapers Garden, 12 Throgmorton Avenue, London EC2P 2BD														
Registrars and Transfer Office National Westminster Bank PLC, Registrars Department, P.O. Box 82, 37 Broad Street, Bristol BS9 2NH														
Business														
The business of Multitone is the design, marketing and installation of radio paging and internal communication systems in the United Kingdom and overseas. Most of the equipment sold by Multitone is developed and manufactured by the Group.														
Systems are designed both to provide instant communications for emergency use and to save customers' time and money by improving their organisational effectiveness. Multitone also provides maintenance facilities, equipment for short term hire, spare parts and batteries. Such customer services represent an important activity in their own right and have grown with the increase in volume of Multitone equipment in use. Customer services represented 28 per cent of turnover in the year ended 31st March, 1982.														
Multitone systems are configured to the needs of individual customers, mainly from standard products manufactured by the Group. Both the Group and its customers therefore benefit from economies of scale in purchasing and manufacturing. The few bought-in products are generally manufactured to Multitone's specifications for sale under the Multitone label.														
Multitone attributes its success to long experience in the design of reliable and cost-effective miniaturised pocket communication equipment; a "systems approach" to product development, ensuring direct contact with customers worldwide, providing awareness of their changing requirements; and emphasis on the provision of rapid and effective maintenance.														
Paging system applications and operation														
A radio paging system provides the means for selectively paging and communicating with personnel on the move. Coded radio signals are broadcast by transmitters to pocket receivers. Each radio signal generally activates a single receiver to alert the user that he should take one of several possible actions. An alerting call may be accompanied by the display of a numeric message or be followed by a speech message.														
Radio paging systems use one of two techniques for the transmission of calls. These are "analogue" and "digital", the latter taking advantage of the latest microprocessor and integrated circuit technologies.														
Analogue Paging														
Multitone analogue paging systems can selectively call varying numbers of receivers, up to a maximum of 270, and typically require a minimum of five seconds of air time per call. Speech messages require additional air time corresponding to the length of the message.														
Digital Paging														
Until the 1970s all paging systems were analogue, but in 1973 Multitone became the first company in the world to introduce a successful digital paging system. This provided four calls per second and a capacity of up to 100,000 receivers on a single radio channel and met the particular requirements of many large-scale operators of public wide-area paging systems, as well as providing new benefits for on-site use.														
Multitone quickly took advantage of the fact that digital techniques made it practicable, for the first time, to provide immediate communication by a numeric display on a paging receiver. With analogue systems, the person paged usually has to wait a speech message or to contact the system operator for instructions. With digital "push-out" paging, a numeric message is clearly displayed on the receiver to indicate, for example, the number of a telephone extension or room where the paged person is required.														
Digital paging is extremely efficient in its use of radio frequencies. Systems can be designed so that up to two million users can share a single frequency. No other form of personal radio communication is comparable in this respect.														
On-site paging systems														
These systems form an important link in a communications chain where key personnel need to be contacted urgently wherever they are on a site. Such systems are used in offices, factories, shops, hotels and hospitals and on dispersed sites, including electricity generating plants, oil refineries, airports and university campuses.														
Distinctive radio paging call codes can instantly convey a message that a particular pre-determined course of action is to be taken. In offices, radio paging makes executives readily accessible, saves the cost of return telephone calls, makes efficient use of staff and greatly improves customer relations. On industrial sites, engineers and service mechanics need to be available at short notice, while in shops and stores radio paging enables														
Transmitters														
These transmit calls and messages to pocket receivers and are connected to a central controller by lines or radio links. Multitone manufactures high-volume low-power transmitters while higher power transmitters are generally purchased from the Quinton Corporation of Canada, a leading North American supplier.														
Central controllers														
Central controllers, which govern the operation of a system, vary from small integrated bench-top terminals to large rack-mounted terminals accepting multiple inputs from telephones, data lines or telephones. Multitone manufactures five controllers which meet general needs and two others which have been designed to meet specialised requirements. Of these two, one is a controller for fire brigade systems manufactured as part of a recent million pound Home Office contract and the other is a specialised terminal supplied to fire brigades overseas. Multitone central controllers are generally micro-processor-based and, like telephone coupling units, which link paging controllers to internal telephone exchanges, are made by the Group.														

The following information has been provided by the Directors for the purpose of this Offer for Sale.

Introduction

Multitone designs and manufactures specialised communication systems, which it markets worldwide. Multitone pioneered the development of pocket paging systems in 1955 and is one of the world's leaders in this field. It has supplied on-site radio paging systems and to provide technical support. Of these, 200 are employed in overseas marketing subsidiaries in France, Germany, Canada and the U.S.A. and 100 cover the United Kingdom and the remainder of the world.

In the early 1970s Multitone was one of the first companies to enter the field of wide-area paging systems, which can cover complete cities or whole countries. In this rapidly growing market Multitone's customers in the United Kingdom and overseas include fire brigades, military establishments and public paging system operators such as British Telecom.

Multitone has recently added to its product range a digital direct speech intercom system, the ICS 100, which can transmit data as well as speech.

The Group now employs over 800 people, of whom more than 80 are engaged on product development. Three hundred staff are employed to sell, install and maintain systems and to provide technical support. Of these, 200 are employed in overseas marketing subsidiaries in France, Germany, Canada and the U.S.A. and 100 cover the United Kingdom and the remainder of the world.

Group turnover has grown uninterruptedly from £145 million in 1967-68 to over £16.5 million in 1981-82. Nearly 60 per cent of 1981-82 turnover was direct exports or sales by overseas subsidiaries.

History

Multitone was founded in 1931. For its first 25 years, except during the war, it was engaged mainly in the design and manufacture of hearing aids. At the end of this period Multitone employed about 250 people at the present head office site in Underwood Street, London and had already achieved a high reputation for product quality and technical innovation.

The year 1955 was a milestone in Multitone's history. In that year St Thomas' Hospital in London commissioned Multitone to design and manufacture a hospital paging system employing an entirely novel concept. The traditional buzzers and loudspeakers were to be replaced by personal pocket receivers, which could be alerted individually. This system, installed in 1956, used compact receivers and provided both coded calls and speech, so that for the first time doctors anywhere in a hospital could be called instantly and unobtrusively.

The system was so successful that Multitone decided to invest in the development of a broad range of paging products to be marketed worldwide to industrial and commercial organisations as well as to hospitals. Since making that decision Multitone has continuously expanded its paging product range, its geographical coverage and its systems applications. In addition to the United Kingdom sales and service organisation, wholly-owned marketing subsidiaries were established in Germany and Canada in 1958, in the U.S.A. in 1958 and in France in 1972. Specialised distributors, trained and supported by a London-based export team, were appointed in other developed countries. By 1967 the demand for Multitone's paging systems had grown to such an extent that the hearing aid business was sold, that Multitone could concentrate its resources on paging.

In the early 1970s Multitone was able to enter important new markets. This was the result of improvements in the performance of radio paging receivers, allowing systems to cover very wide areas, and the allocation by licensing authorities of radio frequencies for public paging systems. In 1972 Multitone introduced a personal alerting system for firemen: firemen's call-out systems have subsequently been sold to many brigades in the United Kingdom and elsewhere. In 1975 Multitone's development of the first successful digital paging receiver resulted in a contract from Bell Canada for 10,000 receivers to be used in a public paging system covering Quebec and Ontario. In 1976 the Post Office, now British Telecom, placed the first of several large contracts with Multitone for such receivers for use in its London Radiopaging Service. This service has subsequently been expanded to cover almost the whole of the United Kingdom.

Towards the end of 1981 Multitone significantly widened its product range by commencing to market, alongside its paging systems, the microprocessor-based ICS 100 intercom system.

Business

The business of Multitone is the design, marketing and installation of radio paging and internal communication systems in the United Kingdom and overseas. Most of the equipment sold by Multitone is developed and manufactured by the Group.

Systems are designed both to provide instant communications for emergency use and to save customers' time and money by improving their organisational effectiveness.

Multitone also provides maintenance facilities, equipment for short term hire, spare parts and batteries. Such customer services represent an important activity in their own right and have grown with the increase in volume of Multitone equipment in use. Customer services

represented 28 per cent of turnover in the year ended 31st March, 1982.

Multitone designs and manufactures specialised communication systems and is one of the leading suppliers of radio paging systems in the world. It manufactures in the United Kingdom, Malaysia and Canada; employs over 800 people; and has marketing companies in the United Kingdom, Canada, United States, France and West Germany, as well as distributors in 60 other countries.

multitone electronics plc

continued
(b) The subsidiaries are all private companies and are all wholly owned directly by the Company with the exception of Multitone Electronics GmbH which is wholly owned by Multitone Communications Limited. The subsidiaries grouped by principal activity are as follows:-

Sales and service companies	Share capital issued and fully paid	Country of incorporation	No. of shares outstanding
Multitone Communication Systems Limited	US\$1,150,000	England	1,953
Multitone Electronics Limited	C\$750,000	Malaysia	1,958
Multitone Electronics GmbH	DM1,000,000	Germany	1,958
Multitone Electronics SA	FP400,000	France	1,912
Rental companies			
Multitone Rental Limited	\$100	England	1,959
Porter Pages Rentals Limited	\$100	England	1,952
Manufacturing company			
Multitone Electronics Ltd Mal	1,825,000	Malaysia	3,273
Sub-holding company			
Multitone Communications Limited	\$100	England	1,958
Non-trading company			
Multitone Conference Communications Limited	\$1,000	England	1,958
The issued capital of Multitone Electronics Inc. includes a capital contribution of US\$21,000 by the Company.			
2. Stock			
Stock comprising:-			
Purchased components and spares	2,500	Company	2,500
Work-in-progress	200		457
Finished goods	1,479		501
	4,179		3,058

3. Borrowings
(a) At 31 March, 1982 £321,000 of the bank overdraft of an overseas subsidiary was secured by an assignment of trade debts.
(b) The Company has guaranteed the overdrafts of certain subsidiaries to the extent of £500,000.
(c) During the year ended 31 March, 1982, the Company signed medium term loans which were available under acceptance credit facilities.

4. Tax liabilities

(a) Current liability:-
Year to date
Advance corporation tax on dividends

(b) Advance corporation tax amounting to £21,469 is available for set off against future UK corporation tax liabilities, but has been written off in the accounts as it is not expected to be recoverable in the next 12 months.
(c) The amount of deferred tax now provided is sustainable to-

Accelerated capital allowances
Balances not yet utilized
Unrealised property revaluation provisions
Advance corporation tax written off
Other tax differences

5. Share capital

The share capital of the Company at 31 March, 1982 was as follows:-

Authorized 4,800,000 Ordinary Shares of 25p each

Issued and fully paid 4,800,000 Ordinary Shares of 25p each

As explained in Note 13 the authorized and issued share capital were changed at an Extraordinary General Meeting held on 16th July, 1982.

6. Reserves

The movement on Group reserves for the five years ended 31st March, 1982 was as follows:-

Group reserves at 1st April, 1977 Retained profit for the years ended 31st March

1978 382

1979 541

1980 795

1981 533

1982 1,223

Transfers from profit on loan redemption

Unrealised surplus on revaluation of properties

Group reserves at 31st March, 1982

Group reserves at 31st March, 1982 comprised:-

Distributable reserves:-

Company Subsidies

Non-distributable reserves:-

Company Capital redemption

Loan redemption

Unrealised property revaluation provisions

Surplus

Capitalised share capital

As explained in Note 13, reserves of the Company totaling £275,000 were capitalised on 16th July, 1982.

13. Change in capital structure since 31st March, 1982

At an Extraordinary General Meeting of the Company held on 16th July, 1982 resolutions were passed to:-

(i) increase the authorized share capital to £2,000,000 by the creation of 55,000,000 additional Ordinary Shares of 25p each;

(ii) capitalise £275,000 of reserves and issue, credited as fully paid, five new Ordinary Shares of 25p each for every existing share held by shareholders registered on 16th July, 1982, such 25,000,000 new shares making part payment in respect of the existing 4,800,000 issued Ordinary Shares; and

(iii) consolidate every two Ordinary Shares of 25p into one Ordinary Share of 50p.

14. Pensions arrangements

In the United Kingdom, the Group maintains an insured contributory pension scheme, membership of which is compulsory for all employees performing work for 21 years. The scheme provides a comprehensive range of benefits and is controlled by the Board of Trustees.

The Group operates insured schemes in certain overseas subsidiaries, the members of which are mainly senior management.

The Group's contribution to all schemes for the year ended 31st March, 1982 amounted to £24,573.

15. Lease obligations

At 31 March, 1982 the Group leased certain office and light industrial premises under short leases expiring at various dates between 1982 and 1989 at a current aggregate annual rental of approximately £151,000. The rents payable under these leases are subject to renegotiation at various intervals specified in the leases. In addition, there are two long leases expiring in 1989 and 2022 at a current aggregate annual rental of approximately £201.

16. Related accounts

No related accounts have been prepared in respect of any periods since 31st March, 1982.

Statement of current cost consolidated profits

For the year ended 31st March, 1982

Notes £'000 £'000 £'000

Turnover 1,038 16,546

Trading profit per historical accounts 2 1,728 2,078

Current cost operating adjustments 2 (507) (617)

Current cost operating profit 1,121 1,561

Interest 3 (225) (330)

Gearing adjustment 6 154 127

Current cost profit before tax 947 1,338

Tax 195 633

Current cost profit after tax 751 1,275

Dividends 173 (214)

Transfer to loan redemption reserve 60 (60)

Translation (loss)/gain 65 (65)

Current cost retained profit 483 1,122

Current cost earnings per share on 12,500,000 shares 576 875

Current cost consolidated balance sheet at 31st March, 1982

Notes £'000 £'000 £'000

Net assets employed 3 3 3,159

Current assets 4 4,572 4,536

Debtors 500 500

Bank balances and cash 300 300

8,706 8,706

Current liabilities 1,204 1,213

Borrowings 2,613 2,613

Prepaid income 846 846

Tax 49 49

Dividends 214 214

5,125 5,125

Net current assets 4,852 4,852

Total net assets 7,771 7,771

Financed by:

Share capital 550 550

Current cost reserve 2,260 2,260

Other reserves 4,861 4,861

Shareholders funds 7,771 7,771

Notes to the current cost accounts

1. Accounting basis

The current cost accounts have been prepared in accordance with SSAP 18. They are intended to show the effects of inflation both as far as available for discrimination and on the funds employed in the business, except as set out in these Notes, no account is taken in the preparation of the supplementary current cost accounts as the same as those in the historical cost accounts.

2. Current cost operating adjustments

Year ended 31st March, 1982 £'000 £'000

Depreciation (Note 3) 181 181

Loss on disposal of fixed assets (Note 3) 137 161

Cost of sales (Note 4) 31 15

Monetary working capital (Note 5) 442 503

603 588

3. Fixed assets and depreciation

(a) Fixed assets are shown in the balance sheet at their current cost values. These are obtained by applying appropriate published indices to the cost or valuation of such assets analysed by year of acquisition or valuation.

(b) The additional depreciation charge allows for the extra charge necessary when fixed assets are valued at their current cost as opposed to their historical cost.

(c) The adjustment to the loss on disposal of fixed assets results from the adjustments to cost and depreciation.

4. Stock and cost of sales

(a) Stock is valued at the lower of current replacement cost and net realisable value. Current replacement cost is obtained by the use of appropriate published indices and by the use of the averaging method.

(b) The current cost adjustment allows for the extra charge to current year profits to reflect the current cost of the date of sale.

5. Monetary working capital adjustment

Monetary working capital represents trade debtors, less trade creditors and an appropriate proportion of overall balances. The monetary working capital adjustment allows for the impact of price changes on working capital.

6. Gearing adjustment

The total current cost adjustments described above are reduced to the extent that the net assets of the Group are financed by net external borrowings, the repayment of which is based in monetary terms, excluding borrowings within monetary working capital.

7. Current cost reserve

At 31 March, 1982

Revaluation surplus - fixed assets 226 226

Monetary working capital adjustment 38 (38)

At 31 March, 1982

8. Other reserves

At 31st March, 1981 Current cost retained profit for the year

At 31st March, 1982

9. Share capital

The Company was incorporated in England under the name of Multitone Electric Company limited on 9th May, 1981.

(b) On 23rd March, 1981 a Special Resolution was passed to change the name of the Company to Multitone Electronics PLC.

(c) The Company was re-registered as a public limited company on 25th March, 1981.

(d) At an Extraordinary General Meeting on 19th June, 1982 Resolutions were passed to alter the objects clause in the Memorandum and to except new Articles of Association.

(e) By 12th July, 1982 the authorised share capital of the Company had been increased to £1,000,000 divided into 4,000,000 Ordinary Shares of 25p each.

(f) At an Extraordinary General Meeting on 14th July, 1982 Resolutions were passed to:-

(i) increase the authorised share capital to £2,000,000 by the creation of 55,000,000 additional Ordinary Shares of 25p each;

(ii) increase the authorised share capital to £2,000,000 by the creation of 55,000,000 additional Ordinary Shares of 25p each;

(iii) increase the authorised share capital to £2,000,000 by the creation of 55,000,000 additional Ordinary Shares of 25p each;

(iv) increase the authorised share capital to £2,000,000 by the creation of 55,000,000 additional Ordinary Shares of 25p each;

(v) increase the authorised share capital to £2,000,000 by the creation of 55,000,000 additional Ordinary Shares of 25p each;

(vi) increase the authorised share capital to £2,000,000 by the creation of 55,

BUSINESSMAN'S DIARY**UK TRADE FAIRS AND EXHIBITIONS**

Date	Title	Venue
Current	The Royal Tournament (01-371 8141) (until July 31)	Earls Court
Current	Harrogate Gift Fair (0282 867153) (until July 22)	Exhibition Centre, Harrogate
July 26-30	World Congress and Exhibition for Ultrasound in Medicine and Biology (01-498 6682)	Met Exhn Hall, Brighton
Aug. 8-12	International Gift Fair (01-855 9201)	Olympia
Aug. 12-15	Wine and Beer Festival (01-775 1256)	Met Exhn Hall, Brighton
Aug. 20-30	Motor Cycle Show (01-855 1200)	Earls Court
Sept. 5-8	International Hardware Trades Fair (01-643 8040)	Olympia
Sept. 5-12	International Air Show (01-639 3231)	Farnborough
Sept. 7-10	Label, Labelling, Marking and Identification Industry Exhibition - LABELEX (01-467 7728)	NEC, Birmingham
Sept. 7-10	International Carpet Fair (021-705 8707)	Harrogate
Sept. 12-15	MAB International Menswear Fair (0272 632123)	Earls Court
Sept. 14-16	Coin Winding International '82 (0202 881338)	Wembley Conference Centre
Sept. 19-21	National Bakers Buying Fair (01-446 2411)	Barbican
Sept. 21-23	Harrogate Fashion Fair (01-637 2400)	Harrogate
Sept. 21-23	Environmental Health Exhibition and Congress (01-637 2400)	Scarsborough
Sept. 26-28	British Footwear Fair (01-739 2071)	Olympia
Sept. 26-29	Fashion Shoes Exhibition (0462 50383)	Kensington Close Hotel
Sept. 27-29	Construction Industry International Exhibition and Conference (01-342 3771)	Imperial College, London
Sept. 27-Oct 1	Furnaces, Refractories, Heat Treatment and Fuel Economy Exhibition (0737 68611)	NEC, Birmingham

OVERSEAS TRADE FAIRS AND EXHIBITIONS

July 21-24	Security Asia Exhibition (0483 38088)	Hong Kong
July 21-Aug 3	Hamburg Trade Days (0202 732645)	Hamburg
Aug. 11-15	International Trade Fair for Hotels, Restaurants, Catering and Food - HOTELRIES (01-817 7688)	Bangkok
Aug. 18-21	Business Equipment and Computer Exhibition - COMPEX (0483 58088)	Hong Kong
Aug. 19-21	International Electronic Packaging and Production Equipment Exhibition - INTERNEPCON (0483 38088)	Singapore
Aug. 27-29	International Men's Wear and International Jeans Fair (01-730 4454)	Cologne
Aug. 30-31	Fashion Sample Fair - INTERCHIC (01-749 3061)	Berlin
Aug. 30-Sept 2	Indo-Perfumery Exhibition (01-486 1951)	Utrecht
Sept. 4-7	Women's Ready-to-Wear Clothing Show (Paris) (1-268-0840)	Paris
Sept. 11-16	International Public Works Congress and Equipment Show (01-637 2400)	Houston
Sept. 14-18	International Electrical Technology Fair - FINTECH (01-486 1951)	Helsinki
Sept. 14-19	International Exhibition for Auto, Motor Car Workshops Service Station and Garage Equipment (01-734 05643)	Frankfurt

BUSINESS AND MANAGEMENT CONFERENCES

July 19-20	LARGE Power and Political Behaviour in Organisations (01-488 6108)	Great Western Hotel, W2
July 27-28	MIS: Finance for the Non-Financial Director (0903 34755)	Worthing
Aug. 23-27	Management Training Consultants: Techniques of supervision and management training for trainers (0533 27062)	Leicester
Aug. 25	Offshore Deep water pipeline technology (01-242 2481)	Norway
Aug. 30-Sept 1	Management Centre Europe: Developing high performance teams (02 219 03 90)	Brussels
Aug. 31-Sept 2	FT Conference: Aerospace enters a new era (01-621 1355)	Grosvenor House, W1
Sept. 6-8	Frost and Sullivan: Data communications: advanced concepts and systems (01-486 8377)	Mount Royal Hotel, London
Sept. 7-10	Industrial Relations Services: Law for personnel industrial relations and works managers (01-328 4751)	Royal Horseguards Hotel, London
Sept. 7	Centre for Extension Studies: Contingency planning for bomb, arson and kidnapping threats (0509 263171)	Loughborough
Sept. 9	Oyez/IBC: The art of negotiating (01-242 2481)	Hyatt Carlton Hotel, SW1
Sept. 9-14	The Textile Institute: Textile machinery - Investing for the Future (061-834 8457)	Palace Hotel, Lucerne
Sept. 13-15	Concrete Society: International symposium on concrete roads (01-238 6651)	Tara Hotel, W8
Sept. 13-14	Frost and Sullivan: Understanding and using CAD/CAM (01-486 8377)	Mount Royal Hotel, W1
Sept. 13-15	FT Conference: World Financial Futures (01-621 1355)	London Press Centre EC4
Sept. 15	IPS: Currencies - Acquiring the Know-How (0980 23711)	Dragonara Hotel, Bristol
Sept. 16-17	Bath University: Technology and product licensing for small and medium-sized firms (0225 61244)	Bath
Sept. 21-22	MTC: The skills of interviewing (0533 27062)	Leicester
Sept. 21-23	Metal Bulletin Congresses: International Aluminium Congress (01-633 0525)	Monte Carlo
Sept. 21-22	Lloyd's of London Press Charter-parties (01-353 1000)	London Press Centre

Anyone wishing to attend any of the above events is advised to ensure that there has been no change in the details published.

Financial Times Conferences**WORLD TELECOMMUNICATIONS**

London — October 14 and 15, 1982
Both the United States and Britain have acted recently to reshape radically their national industries and similar proposals are being examined by Japan. This important conference will provide a valuable opportunity to review the implications of these changes and will feature papers by Mr William Cashel, Vice-Chairman of the Board, AT & T; Sir George Jefferson, Chairman, British Telecom; and Dr Yasuada Kitahara, Executive Vice-President, Nippon Telegraph and Telephone Public Corporation. The programme will also include an analysis of government policies in France and Germany as well as a section devoted to new forms of transmission and the advances in satellites and fibre optics.

EUROPEAN BANKING

London — October 18 and 19, 1982
A major European Banking Conference is to be held in London by the Financial Times on October 18 and 19. The principal speakers will include: The Lord Roll of Ipsden, KCML, CB, Chairman; S. G. Warburg & Co.; The Rt Hon the Lord Chalfont, OBE, Board Member, Lazard Brothers; Mr Lawrence Brainerd, Senior International Economist, Bankers Trust Company; Dr Rinaldo Osola, Chairman, Banco di Napoli; Mr Andre de Latte, President, Credit National; Dr Robert Sut, General Manager, Union Bank of Switzerland. The conference proceedings will be of particular interest and value to bankers and corporate treasurers operating in Europe. The event will be co-sponsored by The Banker and Iseimer.

All enquiries should be addressed to:
The Financial Times Limited
Conference Organisation
Minster House, Arthur Street
London EC4R 9AX

Tel: 01-621 1355
Telex: 27347 FTCONF G
Cables: FINCONF LONDON

This advertisement complies with the requirements of the Council of the Stock Exchange of the United Kingdom and the Republic of Ireland.



Creditanstalt-Bankverein
(Incorporated with limited liability in the Republic of Austria)

U.S. \$75,000,000

15½ per cent. Bonds due 1990
Subordinated as to payment of principal and interest

Issue price 100 per cent.

The following have agreed to subscribe or procure subscribers for the Bonds:

European Banking Company Limited

S.G. Warburg & Co. Ltd.

Amro International Limited

Chemical Bank International Ltd.

Credit Suisse First Boston Limited

Deutsche Bank Aktiengesellschaft

Lehman Brothers Kuhn Loeb International, Inc.

Manufacturers Hanover Limited

Morgan Guaranty Ltd

Morgan Stanley International

Orion Royal Bank Limited

Société Générale de Banque S.A.

The 15,000 Bonds of U.S. \$5,000 each constituting the above issue have been admitted to the Official List of the Stock Exchange of the United Kingdom and the Republic of Ireland, subject only to the issue of the Bonds. Interest is payable annually on 29th July, the first such payment being due on 29th July, 1983.

Particulars of the Bonds and of Creditanstalt-Bankverein are available from Edsel Statistical Services Limited and may be obtained during normal business hours up to and including 2nd August, 1982 from—

Cazenove & Co.
12 Tokenhouse Yard,
London EC2R 7AN

19th July, 1982.

APPOINTMENTS**New chairman for City Communications Centre**

Mr Timothy Bevan, chairman of Barclays Bank will become chairman of the CITY COMMUNICATIONS CENTRE. He succeeds Mr Robin Leigh-Pemberton, chairman of National Westminster Bank.

Mr R. H. Smith has been appointed a director of ICFC LEASING. He remains an assistant general manager of ICFC and a director of ICFC Consultants.

The BRITISH CERAMIC MANUFACTURERS' FEDERATION has elected Mr J. G. Bellis, managing director of Royal Doulton Tableware, as vice-president Mr Anthony F. Wood, vice-chairman and managing director of Arthur Wood and Son (Longport). Retiring president (who now becomes the deputy-president) is Mr Kenneth L. Shanks (chairman of Armitage Shanks and a director of Blue Circle Industries).

Mr Peter Page has been appointed chairman of the new OFFSHORE PETROLEUM INDUSTRY TRAINING BOARD from September 1 when he will take over from Mr Edward Chappell, the chairman of the present Petroleum Industry Training Board. The appointment is for three years. Mr Page was formerly personnel director of Shell UK (Exploration and Production).

Mr Ian Brown has been appointed finance director of TEACHER (DISTILLERIES), and joins the boards of its two principal subsidiaries, Wm. Teacher and Sons, Glasgow-based Teacher's Highland Cream Scotch whisky company, and Stewart and Son of Dundee.

Mr Reg Martill retires at the end of July as chief electrical engineer of the NATIONAL COAL BOARD, 44 years after joining the mining industry as an apprentice colliery "spark."

DORMAN SMITH SWITCH GEAR has appointed sales director Mr David Hopkins as general manager.

Mr Reg Martill retires at the end of July as chief electrical engineer of the NATIONAL COAL BOARD, 44 years after joining the mining industry as an apprentice colliery "spark."

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WORLD STOCK MARKETS

NEW YORK												CANADA												HOLLAND												HONG KONG	
1982				1982				1982				1982				1982				1982				1982				1982									
High	Low	Stock	July 16	High	Low	Stock	July 16	High	Low	Stock	July 16	High	Low	Stock	July 16	High	Low	Stock	July 16	High	Low	Stock	July 16	High	Low	Stock	July 16	Price HK\$									
4078	30	ACF Industries	30	3312	283	Columbia Gas	2914	8	373	Gt. Atl. Pac. Tea	778	83	518	MGM	673	5118	354	Schumberger	583	875	69	AEG Holding	80	28.5	14.6	Cheung Kong	15.6										
871	141	AMP	16	234	178	Combined Int.	2078	48	148	Gt. Baskins Pet.	150	2301	1582	Metromedia	2141	2414	20	SOM	21	86.9	60	Alhold	84	2	1.55	Cosmos Prop.	1.70										
26	235	ARA	21	232	191	Combustn. Eng.	2178	374	120	Gt. Ntn. Nakoso	52	21	147	Milton Bradley	182	184	14	Scott Paper	151	31.2	11.7	Cross Harbour	10.5														
445	261	ASA	314	673	493	Comm. Satellite	5378	142	97	Gt. West Financ.	1318	54	563	Minnesota MM.	563	2515	173	Seagram	483	226	151	Abibibi	164	24.3	22.8	AKZO	24.3										
20	117	AVX Corp.	17	314	254	Abbot Lab.	6168	153	124	Greyhound	2078	153	534	Missouri Pac.	554	221	26	Sealed Power	524	117	5	Agnico Eagle	7.12	130	85.5	Hong Sang Bank	86.5										
3154	254	Avx Corp.	17	218	114	Acme Clever-	6168	318	216	Grumman	1134	17	114	Gulf & Weston	1134	1118	10	Modern Merchg	504	16	10.5	6.67	NK Electric	6.7	17.2	7.6	Kowloon Wh.	7.55									
2412	17	Acme Clever-	17	254	114	Abbot Lab.	6168	218	124	Gulf & Weston	1134	17	114	Gulf & Weston	1134	1118	10	Monarch M/T	504	19	10.5	Bredero Cort.	158	204.5	9.65	HNL Land.	9.65										
31	144	Adobe Oil & Gas	144	2678	224	Advanced Micro	2684	15	114	Comp. Science	1914	348	254	Gulf Oil	2718	2718	26	Moore McCormick	483	15	171	Bk Montrel L.	181	70	12.2	HK Shanghai BK.	11.5										
4778	331	Adena Life & Cas	338	5814	271	Coast Mills	2718	3038	235	Compr. Corp.	2718	85	484	Hall (FB)	285	285	24	Shell Oil	27	47.5	35.2	Buhrman-Tet.	36.8	34.25	25.2	HK Hutchison Wpa.	15.7										
1478	81	Ahmann (H.P.J.)	84	271	214	Compr. Corp.	2718	522	241	Hilliburton	2418	522	522	Hammill Ppr.	2214	2214	22	Shell Trans.	24	37	28.4	Caland Hides	27.5	13.5	18.5	Jardine Math	17.2										
574	261	Al Prod & Chem	51	583	174	Com Edison	1678	28	151	Handiman	1318	151	108	Hoover	2018	2018	19	Shawin-Wms	253	93.7	7.6	ALMEV	86.5	6.7	4.67	NK Electric	4.72										
1558	81	Alizone	151	3658	203	Com Edison	1678	151	108	Hannigan	1318	151	108	Hannigan	1778	1778	16	Murphy Oil	181	56	45	AMRO	45	2.95	4.07	HNL Kowloon Wh.	7.55										
87	241	Albany Int'l	12	48	324	Com. Foods	1678	48	171	Hannigan	1778	17	178	Hannigan	1778	1778	16	Monarch M/T	504	19	10.5	Asbestos	10.5	204.5	9.65	HNL Land.	9.65										
18	11	Alberto-Culv.	12	254	203	Com. Freight	42	151	124	Hannigan	1778	17	178	Hannigan	1778	1778	16	Moore McCormick	483	15	171	Bk Montrel L.	181	70	12.2	HK Shanghai BK.	11.5										
22	151	Alcan Aluminum	151	5814	174	Com Edison	1678	151	108	Hannigan	1778	17	178	Hannigan	1778	1778	16	Moore McCormick	483	15	171	Bk Montrel L.	181	70	12.2	HK Hutchison Wpa.	15.7										
22	171	Alco Standard	208	434	5	Com Edison	1678	48	171	Hannigan	1778	17	178	Hannigan	1778	1778	16	Moore McCormick	483	15	171	Bk Montrel L.	181	70	12.2	HK Hutchison Wpa.	15.7										
304	233	Alexander & AL	26	5868	221	Cont'd. Corp.	2218	1178	6	Hecia Mining	81	218	151	Nat. can.	1618	151	148	Singer	158	9	16.3	AMCA Int'l.	1678	63.7	13.9	Heineken	59.1	12.5	12.5	Cosmos Prop.	1.70						
332	81	Alegheny Int'l	92	351	255	Cont'd. Corp.	2218	54	25	Heinz (H.J.)	521	244	20	St. Louis	1818	203	19	Skyline	158	6	18.3	Bp Canada	22	10.5	10.5	Cross Harbour	10.5	11.7	11.7	Cosmos Prop.	1.70						
451	218	Allied Corp.	31	3612	174	Cont'd. Corp.	2218	1178	6	Heller Int'l	1418	241	19	Net Dist. Chem.	20	458	20	Brinco	3.40	18.3	10.5	Albhold	84	11.7	10.5	Cross Harbour	10.5	11.7	11.7	Cosmos Prop.	1.70						
1518	111	Allied Stores	111	3658	174	Cont'd. Corp.	2218	1178	6	Hercules	1718	151	151	Smith Kline Beck	673	673	673	Brinco	3.40	18.3	10.5	Albhold	84	11.7	10.5	Cross Harbour	10.5	11.7	11.7	Cosmos Prop.	1.70						
1578	111	Allied Stores	111	3658	174	Cont'd. Corp.	2218	1178	6	Honeywell	1718	151	151	Smith Kline Beck	673	673	673	Brinco	3.40	18.3	10.5	Albhold	84	11.7	10.5	Cross Harbour	10.5	11.7	11.7	Cosmos Prop.	1.70						
1514	111	Allied Stores	111	3658	174	Cont'd. Corp.	2218	1178	6	Honeywell	1718	151	151	Smith Kline Beck	673	673	673	Brinco	3.40	18.3	10.5	Albhold	84	11.7	10.5	Cross Harbour	10.5	11.7	11.7	Cosmos Prop.	1.70						
50	361	Alm. Sugar	24	5812	241	Cooper Inds.	2418	13	97	Corning Glass	1518	29	24	Holiday Inns	2914	564	395	NCR	563	22.4	15.1	Can Packers	29	45.4	37.5	Pakhoed	37.5	11.7	11.7	Alinomoto	81.7						
5962	59	Alm. Sugar	24	5812	241	Cooper Inds.	2418	13	97	Corning Glass	1518	29	24	Holiday Inns	2914	564	395	Holy Sugar	563	22.4	15.1	Can Packers	29	45.4	37.5	Pakhoed	37.5	11.7	11.7	Alinomoto	81.7						
1818	181	Almax	20	5812	241	Copper Inds.	2418	13	97	Corning Glass	1518	29	24	Holiday Inns	2914	564	395	Holy Sugar	563	22.4	15.1	Can Packers	29	45.4	37.5	Pakhoed	37.5	11.7	11.7	Alinomoto	81.7						
174	174	Amduha Corp.	2118	5812	241	Copper Inds.	2418	13	97	Corning Glass	1518	29	24	Holiday Inns	2914	564	395	Holy Sugar	563	22.4	15.1	Can Packers	29	45.4	37.5	Pakhoed	37.5	11.7	11.7	Alinomoto	81.7						
2448	164	Amerada Hess.	1818	58																																	

Indices

Day's high 837.33 low

Indust'l div. yield %	6.86	6.96	7.08	5.72	Ind Tendance (31/12/81)	118.8	118.10	—	118.80	124.3 (12/6)	87.7 (7/1)	1,945	1,280	Ciment CBR ...	1,466
STANDARD AND POORS												215	180	Cockerill ...	149
GERMANY												2,050	1,560	EBS ...	1,665
FAZ-Aktion (31/12/81)	225.4	224.72	224.05	224.08	233.45	(5/4)	218.55	(18/1)	218.55	240.40	242.00	4,740	3,840	Electrotel ...	4,150
	226.4	224.90	224.40	227.10	208.2	(5/4)	255.7	(18/1)	255.7	240.00	240.00	2,950	2,000	Fabrique Nat ...	8,405
												1882	July 15	Price	
												High : Low		Frs.	
												225	150	Geschenk ...	221
												226	212	Cellulosa ...	221
												95	81	Electrolux B ...	81
												229	192	Ericsson ...	232
												175	115	Essoite (Free) ...	144

STANDARDS AND FEES

Indust'l div. yield %

Industry P/E ratio		7.79	7.54	7.70	9.31	Dow Average (185/45)		7175.85/7187.77	7165.00/7189.01	7826.55 (27/1)	6885.55 (7/8)	Solvay		1,905	630	507	CFAO	525								
Long Gov. Bond yield		15.49	15.82	13.73	13.14	Tokyo New SE (4/1/80)		631.25	651.37	530.20	533.79	585.29 (27/1)	520.25 (8/7)	Traction Elect.		2,450	280	127	CFS (Thompson)	164.8						
																		UCB		2,100	230	157	Cie Bancaire	174		
																		Vieille Mont		2,410	552.5	269	Cie Gen Eaux	300		
																				2,410	1,316	1,316	Vieille Mont	2,410		
																				124	108	108	Cofimac	133.9		
																				94	49.8	49.8	Cresus Loire	75.3		
																				161	105	105	CFB	111.5		

July 17 July 18 July 19 July 20

16	15	14	13	High	Low	Falls	629	675	785	SOUTH AFRICA	Gen. Occidental	407	
63.57	63.58	63.56	62.90	71.20	61.70	Unchanged.....	435	451	441	Gold (1986)	do. (Part Cert)	1,020	
				(7/1)	(7/1)	New Highs....	61	54	39	Industrial (1986)	Metall.....	47	
						New Lows	51	40	60		Lafarge.....	198.0	
							712	712	712		Oreal.....	863	
1982													
SPAIN	Madrid SE (50/12/81)	83.65	88.70	87.17	88.61	107.45 (8/2)	88.61 (15/7)	129	113.2	Andelsbanken.....	114.2	1,370 Hoff-RochePtCts	57,560
MONTREAL	July	July	July	July	July	High.....	Low.....	420	300	Bank Skand.....	1,490	5,725 Hoff-Roche 1/10.	5,725
								148	125	CopHandelsbank.....	30.5	5,250 Interfood.....	5,600
								£20.0	20.0	193 Metra.....	1,477	1,193 Metra.....	1,477

Industrials

NEW YORK ACTIVE STOCKS		Change Stocks Closing Stocks Closing on Date		Change Stocks Closing Stocks Closing on Date	
Stocks	Closing	Stocks	Closing	Stocks	Closing
(**)	Saturday, July 10; Japan Dow 7104.48; TSE 503.15.				

NEW YORK ACTIVE STOCKS		Change		Stocks Closing on traded price day		Stocks Closing on traded price day		Change	
Friday		traded	price	day	traded	price	day	traded	price
Mesa Petrim ...	1,688,800	15%	+2	Fannie Mae ...	762,700	10%	+4		
H&M ...	1,452,800	88%	-	Trans ...	746,800	31%	+1%		
Ralson Purina	950,200	13%	+1	Tandy ...	684,500	30%	+1%		
Prestor Gamble	915,700	86%	-1	Archer - Daniels	604,700	12%	-1		
				ATT	527,500	62%	+7%		

(**) Saturday July 10: Japan Dow 7104.48. TSE 503.15.

Base values of all Indices are 100 except Australia All Ordinary and Metals—500. NYSE All Common—50; Standard and Poors—10; and Toronto—1,000: the last named based on 1975. * Excluding bonds. + 400 industrials. 5 400 industrials plus 40 Utilities, 40 Financials and 20 Transports. c Closed. u Unavailable.

(**) Saturday July 10: Japan Dow 7104.48. TSE 503.15.
 Base values of all indices are 100 except Australia All Ordinary and Metals—
 10. NYSE All Common—50; Standard and Poors—10; and Toronto—1000; the
 last named based on 1975. * Excluding bonds. † 400 industrials. ‡ 400
 industrials plus 40 Utilities, 40 Financials and 20 Transporta. § Closed.
 Unavailable.

CURRENCIES, MONEY and GOLD

MONEY MARKETS

Banks take the plunge

Large daily credit shortages continued to afflict the London money market last week, possibly delaying slightly the fall in clearing bank base rates. While the banks may have been reflecting on their worsening position against the building societies in competing for deposits, other members of the market were beginning to worry about a Catch 22 situation as the rate for seven-day money remained stubbornly around the 12½ per cent level because of the shortage of day-to-day money, giving the banks a ready-made excuse not to cut base rates.

At the same time the constant cuts in Bank of England bill dealing rates had left the market in no doubt that a cut in base rates was strongly favoured by the authorities.

This in turn made the discount

houses very reluctant to sell high-yielding bills outright to relieve credit shortages. A situation which led to large amounts of bills moving around under repurchase agreements, which simply rolled the shortages forward, adding to the problems of covering the market's deficit as the repurchase agreements unwound.

Last week's total shortage was over £25bn, and nearly half that figure was the result of unwindings of repurchase agreements, but Tuesday's cut in base rates should lead to a marked improvement in the situation.

There is only one repurchase agreement due to expire this week—£200m on Thursday. This

was entered into last Monday, but since the base rate cut and the reduction in the cost of borrowed money to the discount

houses, official intervention has returned to the normal pattern of outright bill purchases.

In the two weeks since the beginning of July rates have fallen by a uniform 1 per cent.

Base rates have been cut to 12 per cent from 12½ per cent; band 1 bill dealing rates to 12½ per cent from 12¾ per cent; three-month interbank to 12½ per cent

from 13 per cent; and now that base rates are lower seven-day interbank is down by almost as much to 12½ per cent from 12¾ per cent.

This week's reaction to the expected mid-July U.S. M1 money supply "balge" may give an indication of how soon and by how much London rates can continue to fall.

WEEKLY CHANGE IN WORLD INTEREST RATES

	July 16	change	July 15	change
LONDON			NEW YORK	
Bank rates	12	-	Prime rates	16½
7 day Interbank	12½-13½	-	Federal funds	12½-13½
1 month Bills	12½-13½	-	Treasury Bills	11½-12½
Treasury Bill Tender	11.5359	-0.158	6 Mth. Treasury Bills	11.50-12.00
Band 1 Bills	12½	-	3 Mth. G.D.	12.50-13.00
Band 2 Bills	12	-	FRANKFURT	9.0
Band 3 Bills	11½	-	One Mth. Interbank	9.40
One month Bills	11½-12½	-	Three month	9.45
1 Mth. Bank Bills	12½	-	PARIS	14
3 Mth. Bank Bills	11½	-	One month	14½
TOKYO			MILAN	
One month Bills	7.28125	-0.0025	One month	19½
Three month Bills	7.28125	-	Three month	20½
BRUSSELS			DUBLIN	
One month	15½	-	One month	18½
Three month	15½	-	Three month	19½
AMSTERDAM			FT LONDON	
One month	8½	-	INTERBANK FIXING	
Three month	8½	-	July 16	July 9
Bills on offer	£100m	£100m		
Total of operations	£55.75m	£47.45m		
Total allocated	£55.75m	£47.45m		
Minimum accepted bid	£56.9m	£27.05		
Average yield	11.53%	12.10%		
Amount on offer	£100m	£100m		
Attract tender	60%	6%		

London—band 1 bills mature in up to 14 days, band 2 bills 15 to 33 days, and band 3 bills 34 to 65 days. Bills quoted represent Bank of England buying or selling rates with the money market. In other centres rates are generally deposit rates in the domestic money market and their respective changes during the week. * Band 4 11½%.

BANK OF ENGLAND TREASURY BILL TENDER

	July 16	July 9
Bills on offer	£100m	£100m
Total of operations	£55.75m	£47.45m
Total allocated	£55.75m	£47.45m
Minimum accepted bid	£56.9m	£27.05
Average yield	11.53%	12.10%
Amount on offer	£100m	£100m
Attract tender	60%	6%

FT LONDON

INTERBANK FIXING

	July 16	1982	Sterling	Certificate of deposit	Interbank	Local Authority deposits	Local negotiable bonds	Finance House Deposits	Discount	Company Deposits	Market Deposits	Eligible Bank Bills	Fine Trade Bills
3 months U.S. dollars					12½-13½	12½-13½	—	12½-13½	11-12	—	—	—	—
bld 14/15/81	offer 14/15/81				12½-13½	12½-13½	—	12½-13½	15	—	—	—	—
6 months U.S. dollars					12½-13½	12½-13½	—	12½-13½	15	—	—	—	—
bld 15/16/81	offer 15/16/81				12½-13½	12½-13½	—	12½-13½	15	—	—	—	—

The fixing rates (July 2) are the arithmetic means, rounded to the nearest one-sixteenth, of the bid and offered rates for \$100 quoted by the market to five reference banks at 11 am each working day. The banks are National Westminster Bank, Bank of Tokyo, Deutsche Bank, Banque National de Paris and Morgan Guaranty Trust.

Finance House Base Rates (published by the Finance House Association) 13½ per cent from July 1 1982. London Stock Exchange Clearing House rates for London base rates: 11.5338 per cent. Certificate of Deposit (Series 5) 12½ per cent from July 12. Deposits withdrawn for cash 10½ per cent.

EURO-CURRENCY INTEREST RATES (Market closing Rates)

	July 16	U.S. Dollars	Canadian Dollar	Dutch Guilder	Swiss Franc	French Franc	Italian Lira	Belgian Franc Conv.	Fin.	Yen	Danish Krone
Short term	12½-13½	12½-13½	12½-13½	12½-13½	12½-13½	12½-13½	12½-13½	12½-13½	12½-13½	12½-13½	12½-13½
7 days notice	12½-13½	12½-13½	12½-13½	12½-13½	12½-13½	12½-13½	12½-13½	12½-13½	12½-13½	12½-13½	12½-13½
Month	12½-13½	12½-13½	12½-13½	12½-13½	12½-13½	12½-13½	12½-13½	12½-13½	12½-13½	12½-13½	12½-13½
Three months	12½-13½	12½-13½	12½-13½	12½-13½	12½-13½	12½-13½	12½-13½	12½-13½	12½-13½	12½-13½	12½-13½
Six months	12½-13½	12½-13½	12½-13½	12½-13½	12½-13½	12½-13½	12½-13½	12½-13½	12½-13½	12½-13½	12½-13½
One Year	12½-13½	12½-13½	12½-13½	12½-13½	12½-13½	12½-13½	12½-13½	12½-13½	12½-13½	12½-13½	12½-13½

SDR linked deposits: one month 12½-13½ per cent; three months 12½-13½ per cent; six months 12½-13½ per cent; one year 12½-13½ per cent.

Asian S (closing rates in Singapore): one month 14½-14½ per cent; three months 14½-14½ per cent; six months 15½-15½ per cent; one year 15½-15½ per cent.

Short-term rates are call for U.S. dollars, Canadian dollars and Japanese yen; others two days' notice.

The following rates were quoted for London dollar certificates of deposit: one month 13.70-13.80 per cent; three months 14.20-14.30 per cent; six months 14.45-14.55 per cent; one year 14.50-14.60 per cent.

CURRENCIES AND GOLD

Dollar weaker

The dollar weakened in nervous foreign exchange trading last week. Trading was at a fairly low level ahead of the weekly money supply figures, with the U.S. currency holding its well despite the lower trend in Euro-dollar interest rates. The and six-month Eurodollars fell by about 1 per cent, and the Federal funds overnight rate was little changed at around 13 per cent. But most interest centred on the U.S. money supply figures and the anticipated mid-July "bulge". Many market estimates pointed to a rise of between \$1 billion and \$10 billion, although any figure near the lower end of the range could be expected to push the U.S. currency down today.

The dollar was easier at DM 2.4775 compared with DM 2.4855 against the D-mark, and to SwFr 2.1025 from SwFr 2.1090 against the Swiss franc; to FF 1.8850 from FF 1.8850; to £1.0550 from £1.0550; to the Canadian dollar from C\$ 0.8390 in terms of the French franc; and to ¥345 from the London bullion market. The conflict between Iran and Iraq boosted the price of the metal, which also rose on the easier trend in U.S. interest rates.

Sterling failed to gain any advantage from fears of disruption to Middle East oil supplies following the Iranian advance into Iraq and the general instability in the region. Better than expected UK inflation figures also had little impact with the pound easing as London interest rates declined and fears grew about further disruptions within the labour movement as the rail strike finished its second

week. The pound's trade-weighted index, on Bank of England figures, fell to 90.8 from 91.2. It fell to \$1.7225 from \$1.7260 against the dollar, to FF 1.8850 from FF 1.8850, to £1.0550 from £1.0550, to the Canadian dollar from C\$ 0.8390 and to ¥345 from ¥345 against the yen.

There were few changes within the European Monetary System, and all the member currencies remained well within official divergence limits.

Gold rose \$17 to \$345 in the London bullion market. The conflict between Iran and Iraq boosted the price of the metal, which also rose on the easier trend in U.S. interest rates.

Forward rates apply to the U.S. dollar and not to the individual currency.

THE DOLLAR SPOT AND FORWARD

	July 16	Day's spread	Close	One month	% p.a.	Three months	% p.a.	One year	% p.a.
UK	1.7160-1.7240	-1.7220-1.7230	1.7200-0.20-0.30 dia	-1.74	0.95-1.05 dia	-2.32			
Ireland	1.3805-1.3830	1.3805-1.3830	0.44-0.55 dia	3.34	1.24-1.34 dia	3.20			
Canada	1.2645-1.2660	1.2645-1.2660	0.22-0.25 dia	2.23	0.90-1.05 dia	1.63			
Netherlands	1.2610-1.2615	1.2610-1.2615	0.20-0.25 dia	2.05	0.88-1.00 dia	1.53			
Spain	1.2474-1.2475	1.2474-1.2475	0.18-0.						

Monday July 19 1982

Iran warns Gulf on shipments to Iraq

By James Dorsey in Kuwait

IRAN yesterday warned the Gulf states to stop serving as transit stations for goods moving to and from Iraq.

The Iranian warning came as several governments unofficially advised their citizens, working on industrial projects in the area of the southern Iraqi port of Basra, to evacuate the city temporarily.

Addressing parliament in Tehran, the Speaker, Hojjatollah Shahri Ali Akbar Hashemi Rafsanjani, said that Iran's patience was limited and that if "the caravans of trucks continue to Iraq," Iran would have the right of "self defence."

Diplomats pointed out that the warning was of particular concern to Kuwait. The road between Basra and Kuwait, along with overland routes to Turkey and Jordan, is a vital Iraqi supply line.

Shippers claim that 40 per cent of all goods arriving at Kuwaiti ports are destined for Iraq.

But Iran's ambassador to Kuwait, Dr Ali Shams Ardakani, said yesterday the following: Iran's invasion of Iraq "not much" was being transported from Kuwait to Iraq.

Tehran has accused Kuwait in the past of aiding Iraq in its war effort by allowing overland shipments of arms and ammunition.

Iran has twice bombed Kuwait's border town of Abdali since the beginning of the Gulf War in September, 1980.

Last October Iranian planes attacked a Kuwaiti oil gathering station at Omm Al Aish. Iran has described the attacks on Abdali as mistakes and denies the bombing of Omm Al Aish.

Several governments have advised their citizens to abandon the Basra area. Foreigners working on industrial projects, including an oil refinery at Shuaibah, a petrochemical plant, a natural gas processing unit, and port developments at Qur Azbel, are expected to be evacuated either to the Iraqi capital, Baghdad, or to neighbouring Kuwait.

So far Switzerland, South Korea, the Soviet Union, Poland and China are known to have suggested an evacuation of Basra. The UK earlier advised dependents to leave the city and has now told the remaining 60 men that it is better to go. The Soviet Union said its citizens in Basra would celebrate the end of Ramadan, the Moslem month of fasting, in Baghdad.

Japan is the only country to have announced officially that it considers evacuation of Basra as necessary.

Iran and Iraq continued to report heavy fighting over the weekend but remained vague about where exactly the battle was taking place.

In a speech broadcast nationwide on Saturday, President Saddam Hussein of Iraq said most of the fighting was concentrated north-east of Basra. But speaking of "some fighting" in the central sector, he appeared to confirm that Iran and Iraq were locked in combat on more than one front.

An Iraqi military communique said earlier that Iran had shelled the north-eastern Iraqi towns of Penjwin, Tawila and Bayara, although reports from the battle zones appeared to indicate that most of the fighting is in unpopulated areas.

Dr Ardakani said yesterday Iran wished to avoid an attack on the city of Basra itself out of fear of causing civilian casualties.

"The city of Basra is not a military target," he said. Iranian troops were to push for Baghdad, he added.

Tehran Radio reported yesterday that Friday's Iraqi air raids on the Iranian city of Hamadan, 250 km from the Iraqi border, had killed more than 100 people and injured 500 others.

Continued from Page 1

Rank Xerox

link, the individual will be able to use a recently launched Xerox 820 micro-computer which, apart from normal computer functions, also has a textual communications facility.

Unlike many other communications systems, the Xerox system does not have to depend on an expensive mainframe installation. It can work using normal Post Office telephone lines.

So far eight of Rank Xerox's employees have become net-workers.

In return for removing themselves from the company payroll individuals are given a two-year consultancy contract to work two days a week for Rank Xerox. At market rates this is worth, on average, slightly less than the individual's gross salary at departure, says Rank Xerox.

He said of the union's 24,000

Megaw splits public sector unions

BY JOHN LLOYD, LABOUR EDITOR

DIFFERENCES among public service unions on the implications of the Megaw inquiry into Civil Service pay will be reflected in a muted report to next week's TUC general council.

The Civil Service unions are split on the issue with the two largest, the Society of Civil and Public Servants and the Civil and Public Services Association, strongly against, and the Institution of Professional Civil Servants in favour.

Unions such as those representing teachers approve of the structure which Megaw proposes — especially the comparisons with non-teaching pay, which they believe would benefit them.

At the same time, the Civil Service unions fear that the Government may not even bring in the limited element of pay comparison, which could protect settlements from the present downward drag of "free market" forces.

They believe that some ministers see the Megaw struc-

ture as favouring the unions and that the Cabinet will decide not to implement the main recommendations, leaving Civil Service pay to be decided by cash limits and market forces.

The Government argument against Megaw revolves around the unions believe, around the realisation that its central recommendation on pay would lead to increases considerably higher than the Government would wish.

Megaw recommended that Civil Service pay is settled in the "interquartile" range — that is, between the highest and lowest quartiles of the non-Civil Service pay range. In the past year, that would have given a 6 to 9 per cent range: in the coming year, Civil Service unions reckon, the range might be between 5 and 8 per cent — much higher than the Government hopes for.

Sir Geoffrey Howe, the Chancellor, said two weeks ago that he was looking for very low settlements in the coming year.

A paper to the general council, based on a debate on Megaw at last week's TUC public services committee, will make a number of criticisms of the report, most of which grew out of the differences between it and the TUC evidence to Megaw.

These include:

- The report has not recommended an adequate replacement for the Pay Research Unit under which, as Megaw itself pointed out, Civil Service pay rises broadly in line with that in comparable private sector jobs.

- The problem of low pay in the Civil Service has not been addressed.

- The issue of cash limits has been fudged: there is no clear statement that cash limits should be set after pay negotiations.

- Megaw seeks to replace the system of unilateral reference to arbitration with a system which would depend on the assent of both sides.

It is not expected that a structure can be introduced in time for next year's pay round

in April. Union officials believe they will face the same pressures of cash limits and market forces as in the past year.

They are also sceptical about the ability, or the desire of the Government to extend Megaw's principle to elsewhere in the public sector, partly because of its complexity.

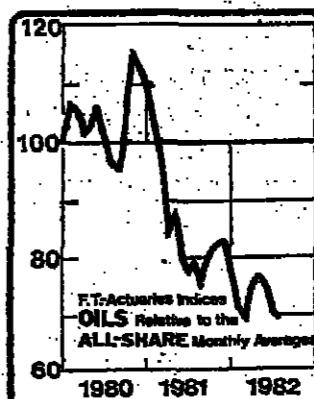
The public sector unions also remain widely apart on developing a common stance on pay claims — in spite of a motion from last year's TUC congress calling for a co-ordinated campaign.

A joint meeting of the public services committee and the nationalised industries committee agreed last week to try to bring settlement times closer, especially where one group's settlement would embarrass another which was in the process of bargaining.

However, the wide disparity of settlement dates, claims and types of worker, ranging from teachers to miners, remains an effective bar to concerted action.

THE LEX COLUMN

Why oil remains inflammable



crackers — which push up the petrol content of the processed barrel — have also backfired. Over the last 12 months cracking capacity in Europe is estimated to have risen by at least a tenth, and oil companies have been sacrificing the higher value added generated by discounting.

But the oil sector remains may reflect even more intractable problems than surplus downstream capacity. After all, in February there was a fairly widely spread conviction that the \$34 reference could not be held. With the exception of a few days last week, in recent months there have been few doubts that the Saudis could hold the line. Yields, meanwhile, provide a fair degree of support. The five US majors afford around 10 per cent, and the bigger independents around 7 per cent. In the UK, Shell offers 7½ per cent and BP 11 per cent. When seasonal factors come into play, there may even be something of a rally in the sector (conveniently timed for a flotation of British).

Reduced demand

Beyond the New Year, the outlook becomes much darker. Forecasts of world economic recovery are — one again — being pushed further into the future. While destocking should not be so prevalent, more non-Opec oil will be produced and more fuel saving programmes will come into effect. So next spring Opec could well find itself facing much the same reduced level of demand as this summer, and will once again have to show great restraint.

The Saudis may well not be in such firm control of the cartel as they have been this year. If Iran is successful in installing a Shi'ite administration in Iraq, the new axis will control potential production of 5m or 7m b/d. The Saudis could not cut sufficiently to compensate for this extra production being marketed, even if they wanted to. The Iranians might well be prepared for the loss of revenue implied in breaking the \$34 reference if it ended Saudi control of the cartel.

On the other hand, if the victorious Iranians block the Straits of Hormuz, nothing could replace the Gulf production that could not get through. But even the most virulent oil bulls would consider switching into defence stocks in such a contingency.

NHS workers begin three-day strike today

BY DAVID GOODHART, LABOUR STAFF

THE PAY DISPUTE in the National Health Service today enters its most bitter phase with the start of a three-day national strike.

Members of the 12 TUC-affiliated health unions — representing more than 600,000 staff — will be taking selective strike action at most hospitals around the country and joining demonstrations.

A union spokesman estimates that after three days of action two-thirds of the country's 2,300 hospitals would be reduced to accident and emergency cover only.

Up to 300 workers who belong to the same unions as the health workers, but who work in other industries, are being asked to

work support. They include workers in the motor industry, local councils and water, gas and sewage services.

The National Union of Public Employees said yesterday that 200 Inland Revenue staff in Leeds were planning to back the strike.

After the last one-day strike on June 23, the Government sent official warnings to 350 civil servants who took part in secondary action outlawed by the 1980 Employment Act.

The health unions are pushing for a 12 per cent pay increase. The 43,000 nurses have been offered a 7.5 per cent increase and the 500,000 ancillary workers have been offered 6 per cent.

Mr Rodney Bickerstaffe, the general secretary of Nufpe, said yesterday that few health workers would get more than £2 extra a week from the offer.

Mr Norman Fowler, Secretary of State for Health and Social Services, urged the unions to return to the Whitley Council to discuss the distribution of the money the Government had made available. Mr Fowler also said the Government wants a new system for determining the pay of nurses and midwives by next April.

Members of the print unions Sogat '82 and the NGA yesterday backed the health unions' demands. A joint statement said: "Because the hospital workers are committed,

because they are loyal, because they care, society has been able to get away with paying them miserably low wages. We have greater dedication with exploitation."

The present pay increases do not even make up for increases in the cost of living. They will be even worse off than 12 months ago. Print workers demand that hospital workers be treated with proper honour and respect and that their justifiable wage claim be paid in full."

The statement was signed by Mr Bill Keys and Mr Owen O'Brien, joint general secretaries of Sogat '82 and Mr Les Dixon, retiring general president of the NGA.

British Gas profits down 20% to about £300m

BY RAY DAPTER, ENERGY EDITOR

BRITISH GAS Corporation is due to announce a 20 per cent fall in profits in the past financial year to about £300m from the current cost operating surplus of £381m in 1980-81.

Sir Denis Roche, the chairman, will, it is expected, blame the reduced profits on lower industrial demand for natural gas and a three-fold increase in the gas levy charged on supplies by the Government.

Details of the corporation's results are due to be announced later this month. In spite of the drop in profits, it seems the corporation managed to meet the Government's financial targets: a 3.5 per cent return on current cost net assets and a £49m limit on borrowings.

The drop in profits would have been much greater but for the very cold winter weather, which boosted domestic demand early this year. Latest Government figures show that total gas sales in the January-May period this year totalled 8.3bn therms, 1 per cent down on the corresponding five months of 1981. The gas sales in the whole of 1981 were about 17bn therms, little changed from 1980.

The Government statistics show that whereas domestic sales in 1981 were 3.9 per cent above the previous year's deliveries, sales to industrial customers were substantially down. Gas sales to the iron and steel industry last year fell by 9.3 per cent compared with 1980 while deliveries to other industries dropped by 5 per cent.

The gas levy, the other major influence on corporation profits, is treated as a cost by British Gas. It is thought that the levy was increased from £129m in 1980-81 to about £400m.

The levy was introduced by the Government last year as a means of creating off some of the profits which otherwise would have been made by the corporation through the sale of low-cost gas. As a result of long-standing deals, British Gas has been buying some of its gas supplies for less than 10p a therm and distributing it at a considerably higher price.

Weather

UK TODAY

DRY with sunny periods. Max 23C (73F) except in N Scotland.

N Scotland Cloudy with drizzle. Max 19C (66F).

Outlook: Little change.

WORLDWIDE

Y/day	midday	Y/day	midday
°C °F	°C °F	°C °F	°C °F
Austria S 84 L. Ang. + C 15 F 59	Luanda F 22 73	Amman C 21 70 Luxor S 38 107	
Athens F 29 84 Madrid S 31 88	Bahrain S 28 Majorca S 31 88	Bangkok C 24 75 Manila F 24 89	
Berlin S 28 82 Beirut F 15 61 M'shat. F 19 65	Belfast F 15 61 M'shat. F 19 65	Bilbao S 22 74 Melb. —	
Berlin C 21 70 Bratislava S 27 81	Brisbane F 23 73 Mt. C. F 23 73	Brisbane S 22 74 —	
Bogota S 18 64 Brighton S 28 82	Bucharest S 22 72 Brussels S 33 91	Budapest F 30 86 Nassau S 33 91	
Brussels C 23 73 Bucharest S 22 72	Budapest F 30 86 Nassau S 33 91	Cairo F 16 61 Newcastle F 21 70	
Budapest F 30 86 Nassau S 33 91	Budapest F 30 86 Nassau S 33 91	Cairo C 16 61	
Brussels C 23 73 Copenhagen F 22 73	Budapest F 30 86 Nassau S 33 91	Cape Town S 27 81	
Buenos Aires S 15 59 Dublin F 27 80	Buenos Aires S 15 59 Dublin F 27 80	Cape Town S 27 81	
Buenos Aires F 17 63 Durban S 22 72	Buenos Aires S 15 59 Dublin F 27 80	Cape Town S 27 81	
Buenos Aires C 17 63 Rio J'et S 17 63	Buenos Aires S 15 59 Dublin F 27 80	Copenhagen F 22 73	
Cairo F 17 63 Durban S 22 72	Copenhagen F 22 73	Copenhagen F 22 73	
Cairo C 16 61 Durban S 22 72	Copenhagen F 22 73	Copenhagen F 22 73	
Cairo F 16 61 Durban S 22 72	Copenhagen F 22 73		